International City Managers' Association

Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 7. Vol. XXII. JULY, 1942 THREEPENCE

ANNUAL CONFERENCE REPORT

—Page 136

JOINT REFERENCE

NALGO LOOKS AHEAD

A CONFERENCE which was called upon to debate so many motions on policy, disposing of some only after close divisions, will have left many a delegate ruminating on the decisions taken, and have given rise to varying impressions of the results achieved. It will have provided much food for hard thought among members generally, and a large programme of references and problems for those whose duty it is to interpret its mind and to apply the decisions it reached. Any sense of doubt or difficulty which it leaves behind in one quarter or another, must, however be suffused with the deeper sense that this, NALGO's first Conference since the war, was a crowning testimony, after two and a half years of war-time difficulties, to the unabated health and vigour of the Association. That, and not the complexion of any specific portion of its work, is the dominating aspect of this Conference of 1942. No such gathering could have been held were not the members of the Association as loyal to it as ever, as convinced as ever of its worth, and more, rather than less, determined than ever to raise it to new heights of effectiveness and strength. These are facts which can encourage (and not merely comfort) us all, and not least those most concerned with (or about) the decisions which Conference took.

The attendance itself provided ample support for such a view. When travelling was a penance, to be borne twice in a narrow break from official duty; when the social activities customarily associated with Conference were absent; and when there were difficulties in sustaining the inner man between its sessions, as many as 1,200 delegates assembled, and discharged their duties with conspicuous fidelity throughout sessions protracted beyond the scheduled times.

Future Policy the Keynote

IT was a forward-looking Conference, a fact again which demonstrates the Association's health. The motions tabled showed how uniformly the thoughts of members had been centring around future policy and the pathways to it. At first sight the decision to defer the question of increased subscriptions until after the war, carried by way of amendment to the N.E.C.'s scheme for immediate increases, on a card vote of 52,000 to 36,000, may seem inconsistent with a mood of eager advance. Nothing is more certain than that, if the Association is to do more, it must find the wherewithal. And no one who knows the facts can fail to sympathise with the view that if Whitleyism is to achieve its potentialities, and if the smaller and more isolated branches are to receive adequate support, there is need of an expanded service conditions organisation.

It must be said in fairness, however, that even were the financial means available, it is doubtful whether there could be a satisfactory expansion of the service conditions organisation in the circumstances of to-day. There was obviously a large balance of feeling against the particular proposals of the N.E.C., while delegates were hesitant of approving any other scheme there and then. The N.E.C.'s proposals had been much discussed in the country before Conference, but only the N.E.C. was in possession of the full facts which had led it to consider an immediate increase necessary, and it had given little information on the subject beforehand.

In the event, the N.E.C. appeared to have some difficulty in painting, in the time available, the full picture which it had doubtless had before it in putting forward so bold a measure. It found enough support, however, to justify the hope that the position will be kept under close study, and that when the matter is reviewed again, at the end of the war, members will be given a full factual review of the Association's position and needs, related to its approved policies.

Where N.E.C. Failed

THIS instance was one of several in which the N.E.C. failed to carry Conference with it, and on the whole it may be said that the Conference was rather less the N.E.C.'s than for some time past. But such an observation needs to be safeguarded against possible misunderstanding. So far as past work is concerned, and in particular its stewardship since the war, the N.E.C. could hardly have received a fuller vote of confidence than it was in effect given, for that stewardship was hardly called into question. Considering the extent, variety, and difficulty of the business dealt with, and the time that had elapsed since its work last came under review at the Delegate Meeting of 1940, this situation does the N.E.C. the highest credit.

Where cleavage occurred it was often on some topic of policy concerned with the Association's line of advance, and the N.E.C. can say that, though its own policy was clear on many such issues, the "floor" itself did not always exhibit a noticeable crystallisation of views. The forward prospect was more evident, perhaps, in the character of the motions tabled than in the actual decisions reached, though the discussions should do much to clear up some questions in a preliminary way and give useful pointers to the issues of policy which must soon arise.

A Dangerous Precedent

THE decision to let the question of T.U.C. affiliation be settled by plebiscite was an unusual one. Conference has not hitherto been willing to abrogate its function of determining policy. Some will regard the precedent as a dangerous one. Others will feel that, in any event, this was not the right issue on which a plebiscite should have been resorted to at a time when so many temporary officers are in the Association, and when Conference itself gave substantial endorsement to the N.E.C.'s view (strengthened by the acceptance of the Metropolitan District amendment) that temporary officers can and are being adequately catered for by the Association, and that they should therefore be encouraged to join and be given right of appeal to district committees, and, if necessary, the N.E.C., against any refusal of a branch to admit them. Certainly the issue is one which obviously affects the Association's long-term policy, and involves the interests of the permanent officer to a far greater extent than those of the temporary officer. Nor can the temporary officer possess the same knowledge of local government environment, of the Association's history and function, and of the officer's relations to the public, which must inform his permanent colleague's judgment on such an issue.

Faith in Whitleyism

CONFERENCE was willing to leave the Malden and Coombe motion, advocating the creation of a local government civil service, to the continued examination of the N.E.C., but not to adopt it; and, as the motions of the West Riding and Haslingden branches were both lost, there was therefore no sign that delegates contemplated a departure from Whitleyism as the Association's key policy on service conditions and other matters. The N.E.C. responded to the suggestion made in this column that fuller information should be given of the results of this policy up to the present; and the account revealed striking progress. Particularly impressive was the report that 50,000 officers were already enjoying the third award, made only a month or two previously—a figure which has been substantially increased since Conference met. Since the third award is a better scheme than any so far obtained by any similar class of salaried employees, the achievement is the more striking. As for grading schemes, these have now been formulated by the provincial councils in all areas and widely adopted, particularly in those areas which the investigation of a few years ago revealed as "black spots." In fact, the conditions now obtaining in these areas were, the chairman of the service conditions committee assured us, in some instances better than in those which had pioneered the Whitley policy. On the whole, considering the importance of the subject, and the opportunity this Conference had to prefer alternative policies, the

ON OTHER PAGES

	Page
OVERTIME PAY FOR 46-HOUR WEEK AGREED	135
CAN WE HELP TO RESCUE EUROPE?	135
THE OFFICER'S PART IN INVASION	135
NALGO CONFERENCE REPORT	136
MINISTER'S TRIBUTE TO OFFICERS	148
BRANCH RECONSTRUCTORS BUSY	148
"JACKASS" AT CONFERENCE	149
ANCILLARIES' ANNUAL MEETINGS	151
READERS' FORUM	152
SCOTTISH NOTES	154
NALGO VICTORY AT ABERYSTWYTH	155
ROLL OF HONOUR	156
HOSPITALITY FOR WARRIORS	156
SALARIES AND SERVICE CONDITIONS	158

most important practical result of Conference was its adherence to the policy of Whitleyism.

The important step taken by the N.E.C. in setting up the reconstruction committee raised no controversy and Conference was satisfied that it would have been impracticable and undesirable to have attempted to constitute the committee by representation of types of authority, departments, or professional groups. On its establishment there was some feeling that its personnel comprised only officers serving with the larger authorities. In fact, several members of the committee have served smaller authorities, even where they do not do so now, but in any event we know the committee to be fully determined to consider and understand the position and work of the smaller authorities.

Security of Tenure

CONFERENCE did well to ensure that the important subject of security of tenure is not lost sight of by passing the motion of the S.W. Gloucestershire branch, though we think it would be well to study carefully the best means of safeguarding the officer's security before representations are actually made to the Ministry of Health. Considering what is at stake in the loss of a public career, the extent to which the customary security is taken into account in the assessment of salaries, and the extent to which the officer is exposed to the play of forces which, if unscrupulous, can threaten his career for reasons irrelevant to his ability or integrity, the safeguards against wrongful dismissal are surprisingly inadequate for all officers save the few who enjoy a measure of statutory protection.

On the other hand, legitimate protection must be of a kind which cannot be used to bolster up inefficiency or misconduct. Measures which will safeguard the rights of the employer and the employed are not so easily devised as might be supposed. An extension of existing precedents, involving as it would do the control of the Ministries, is hardly likely to recommend itself to the local authorities, and it is by no means certain that the service itself would not think this remedy worse than the evil.

Here, as in many other subjects, the best approach and solution may well be found in a study of the sentiments, practice, and regulations which many local authorities can themselves exhibit in their relations with their staffs. Indeed, the topic is one peculiarly fitted for discussion with them and appears to us an appropriate one for consideration through Whitley channels.

Encouraging Youth

THE loss of the Glasgow motion for the establishment of youth sections implied no lack on the part of Conference, or for that matter the N.E.C., of a desire to encourage youth, and no failure to appreciate the contribution youth can make to the Association's strength. The older members and the Association's leaders are only too anxious that youth should play its part. Neither the N.E.C. nor Conference, however, saw any need to establish special machinery. To create unnecessary machinery in the Association is to encumber administration and, incidentally, to add to administrative cost, while opening the way to the dangers of separatist movements. The existing constitution gives youth every opportunity. No doors are closed to it. Every avenue to influence and leadership in the Association, every facility for the expression of its views, is open, and the branches themselves are largely free to offer it special facilities if they choose. There are no handicaps laid upon the younger members of the Association; indeed, it is the older members who, if anything, are the more handicapped in the pursuit of their ambition to serve and lead the Association, for, on the whole, it is they who are more tied by office and home.

WHAT CONFERENCE DECIDED

The following are the major decisions reached by Conference:

Affiliation to the T.U.C.—N.E.C. to arrange an early ballot of all members to determine whether NALGO should affiliate or not.

Local Government Service as a Branch of the Civil Service—Proposal again referred to the N.E.C. for consideration and report.

Equal Pay for Women—N.E.C. to take practical steps to implement the policy of equal pay for equal work and equality of opportunity and responsibility.

National Arbitration Order—Resolution to be sent to the Minister of Labour and Health, the Secretary for Scotland, and the associations of local authorities, deploring the apparent attitude of the local authority associations to the Government measures for remedying grievances, expressing the view that a right to refer disputes to arbitration should be substituted for the exercise of arbitrary power by employing authorities, and urging that local authorities should not be privileged in relation to employers in general.

Whitleyism—N.E.C. urged to continue its efforts to secure a full and effective scheme of Whitleyism.

Public Relations—More vigorous policy urged, with a view to creating greater interest in local government by the individual member and the general public, and as a means of strengthening NALGO.

Security of Tenure—N.E.C. to investigate means of obtaining equal security of tenure for all officers, with equal terms of employment and dismissal.

Future of Social Services—N.E.C. to take steps to ensure that tenure and status of officers are not jeopardised by proposals for reorganisation of the social services.

Local Joint Committees—Principle that such committees should be established by all branches approved.

Temporary Officers—Branches urged to recruit all temporary officers into membership, and district committees and N.E.C. empowered to overrule refusal of a branch to admit a temporary officer.

Co-operation with Civil Servants and Teachers—N.E.C. to consider and report on possibilities of closer co-operation with the associations representing these two groups on salaries, service conditions, and general policy.

Sectional Societies—N.E.C. to consider and report on the possibility of combining all the sectional and professional societies.

Higher Pensions—Urgent representations to be made to the Minister of Health for legislation to provide for a cost-of-living increase for superannuated officers.

Investment of Reserve Funds—Agreed that present manner of investment of reserves offers neither availability nor adequate security; N.E.C. to consider means of reinvesting reserves in trustee securities.

Holiday Centres—Authority previously given to N.E.C. to acquire more holiday centres withdrawn.

Association Subscriptions—Proposed increase in subscriptions, combined with free legal defence policy and death benefit, deferred until after the war. Subscriptions payable by members in Forces unchanged.

N.E.C. Elections—Normal elections to be resumed next year, the candidates to be nominated by branches, but voting to be by delegates to district committees, in accordance with branch membership.

Annual Conference—A conference to be held next year, the N.E.C. to decide the date and place.

To Consolidate Strength

ONE motion was adopted by Conference, with the Council's support, which, though not a very colourful one on the face of it, should open up one of the most profitable lines of advance the Association could now take in consolidation of its strength and in furtherance of service interests. That was the proposal of the North Devon branch that the N.E.C. should consider and report on the possibility of effecting a combination of all sectional associations or institutions established by or on behalf of local government officers. It is worded in terms sufficiently wide to give the N.E.C. the opportunity of studying anew the implications which arise out of the growth of the sectional societies in recent years, and the immense possibilities which seem to lie in bringing them into closer and more effective relationship with the Association and in a fuller co-ordination of policy.

Needless to say, the motion does not contemplate any weakening of the sectional societies, still less their extinction. Both NALGO and the societies are necessary to cater for the full range of service interests. The societies are comprised of officers who have already recognised the strength that comes from participation in an Association of comprehensive and composite membership, and who acknowledge the rôle it must play in pursuit of those aims which are common to the local government officer, and in defence and improvement of service conditions. All NALGO members, whether they are also members of the sectional societies or not, are convinced, with few exceptions, that the Association has set the sound model for the trade unionism of the future, and that no section, not even the "rank and file," would fare as well if catered for by separate protective organisations.

A Possible Development

ON the other hand, the Association recognises that the sectional societies are necessary to cater for interests peculiar to certain groups. All of the societies exist to facilitate occupational study and practice and to advance occupational efficiency and technique. Some of them do, and others do not, concern themselves with service conditions and standards of remuneration. It is inevitable that more of them will do so, and that all will tend to evolve ideas of their own as to suitable standards. Indeed, the local authorities themselves are coming to regard many sections of officers as belonging to well-recognised corps and are attempting to ascertain the standards prevalent or appropriate in determining the salaries of such officers. In such circumstances, Whitleyism may in future come to concern itself more and more with group standards; and to build such standards into the general salary scales already existing.

If the future lies along this path—and there are many signs that it may—the need for close co-ordination of policy between the Association and the societies is obvious. This co-ordination must extend not only to goals, but to the effort to reach them, and may involve careful demarcation of function. It will in turn call for contact and consultation; and it may call for more—such as a more organic link-up between the Association and the societies than exists today, and even for the participation of the societies as such in the governing mechanisms of the Association.

Whatever happens, we believe that the N.E.C. will face all implications of the subject in the realisation that, in the words of the President: "we reconstructed the Association in the last war and we may have to do something of the kind in this war"—or soon after it.

OVERTIME PAY FOR 46-HOUR WEEK AGREED

LOCAL government officers are, where necessary, to work the 46-hour week requested by the Minister of Labour, and to curtail their annual holidays to two weeks. In return for this sacrifice of normal conditions, freely and readily offered, they will receive overtime payment, at plain-time rates for all hours worked between the " normal " and 46, at time-and-a-quarter rates for hours worked between 46 and 52, and at time-and-a-half for hours worked above 52.

This swift decision—following so soon after the Minister's appeal for the adoption of the 46-hour week in offices—was reached at a special meeting of the executive committee of the National Whitley Council held in London on June 18. The exact terms of the resolution were not available at the time of going to press (they will be circulated direct to branch secretaries) but their effect is as follows :

Annual leave of all officers is to be restricted to two weeks. It may be taken in one period or in broken periods as the local authority may determine, having regard to the exigencies of the service. It is intended that the convenience of the officer should be consulted and accommodated as far as possible.

Working hours are to be increased as may be necessary to 46 a week, exclusive of the mid-day break.

Overtime is to be paid at plain-time rates of salary (exclusive of war bonus) in respect of the difference between " normal " working hours and 46 hours a week.

" Normal " working hours are defined as the average of hours worked (excluding the mid-day break) by all local authorities in each provincial area, subject to a minimum of 39.

All hours worked between 46 and 52 a week are to be paid for at the rate of time-and-a-quarter.

All hours worked above 52 a week are to be paid for at time-and-a-half.

Officers whose basic salary exceeds £500 a year will not be eligible for overtime payments, provided that an officer whose salary (excluding bonus) exceeds £500 shall not receive less than an officer entitled to overtime for hours worked up to 46.

The following conditions governing the working and payment of overtime were also agreed :

No overtime period of less than 30 minutes on any one day shall rank for payment ;

Overtime payments shall accrue in respect of each completed 30 minutes ;

A break shall be allowed for tea where not less than one hour is to be worked after completion of the " war-time " day, but must not be taken before the completion of the " war-time " day ;

Payment of " tea money " is to be suspended ; and

All overtime qualifying for payment must be authorised by the chief officer or his nominee.

It is further provided that these decisions shall be regarded as attributable to the national emergency and shall cease at an agreed date after the end of hostilities.

The scheme will not apply to nursing staffs in hospitals and institutions, who will require to be the subject of special consideration.

It will be seen from the above that NALGO has secured full recognition for the policy approved by Conference and reported on page 140, with one exception—that overtime between 46 and 52 hours a week is to be paid at time-and-a-quarter instead of at time-and-a-half. The main point, however, is that the principle of payment for overtime—not hitherto generally recognised in the local government service—has been accepted.

These decisions of the executive committee of the National Whitley Council are to be regarded as a guide to the provincial councils in reaching agreements on an area basis.

Branches are urgently asked to reach no final agreement with their local authorities except on the basis of the scheme approved by the appropriate provincial council. Here is an opportunity to take an important step towards the attainment of national standards and it is imperative that everything possible be done to secure its general acceptance.

CAN WE HELP RESCUE EUROPE?

A SUGGESTION of outstanding importance to Europe, and of special interest to local government officers, was made in a letter to " The Times " the other day by Mr. David Thomson, of Sidney Sussex College, Cambridge.

The crucial problems after the war, he pointed out, would not be problems of moral principle and political theory but would be much more practical : " not what is the most desirable ' form of international organisation, but what machinery will best cope with the calculable conditions ; not how Germany is to be bled, but how our Allies are to be fed ; not who is to convert young Nazis to sanity, but who is to administer the network of international social services which alone will save Europe from anarchy, famine, and disease."

This last problem, he emphasised, seems scarcely to have been mentioned—" yet the most realistic blue-prints and the finest principles mean little without the trained personnel to put them into practice." And this consideration leads him to the suggestion that " a start be made now with the training of that vast international administrative staff upon which will depend the efficient working of all reconstruction."

" In Britain and America," Mr. Thomson adds, " we have both the talented teachers and experts, and the young men drawn from all European countries who could be made the nucleus of this new civil service. Why not put them together in one of our residential universities, and build up a real basis of international co-operation which will make the alleged economic advantages of Hitler's ' new order ' seem but a primitive and amateurish fiasco ? "

A Chance for NALGO ?

LOCAL government officers will heartily agree with the main part of this argument. They know—none better—the enormous gulf there can be between paper theory and administrative practice—a gulf which only the experienced and trained administrator can bridge. They, today, have the training, hardly won in their blitzed towns and overcrowded evacuation areas, in dealing with masses of human beings driven by shock and hardship to the verge of despair. They have learned the severely practical technique of maintaining morale, of distributing food and clothing, of fighting disease, and of recreating personal pride and the spirit of self-help in a shattered community. Who better than they could form the nucleus of the administrative staff to plan and carry through the restoration of Europe ?

Few, probably, would support the suggestion that such a staff should be collected now in one of our residential universities. Even were it possible to spare them—which it is not—they would contend that their own battered towns and thronged countrysides were the best training grounds. That proposal, however, is a side issue, unrelated to the main essential that a start be made now in organising the machinery of reconstruction and the men who shall operate it. Cannot NALGO itself make a start—by offering its services and advice to the Government, by collecting the names of suitable officers able and willing to join a Reconstruction Corps, by organising, in branches and districts, lectures and discussions on the problems involved and the measures and qualities needed to meet them, and generally by assembling information and experience for the day when it will be required ? Individual officers eager to seize such a glorious opportunity for worthwhile activity could be preparing themselves by reading and study. The preparations need not take up much time now, nor could much time be given to them ; indeed, as we have pointed out above, many officers are training themselves already for work of this kind in their daily jobs. What is important is that the attention of the Government should be drawn to the unique qualifications of the service and that some preliminary plans at least should be made to organise it, so that it may be ready when the need arises.

THE OFFICER'S PART IN INVASION

THE Government's revised invasion instructions have made a good deal clearer the position of the civilian in the event of a German attempt to land and fight in this country. But what about the local government officer ? What part he is to play ? Is he to carry on with his job as usual, administering the services for which he is responsible as before, whether the enemy is in his area or not ? Is he to scorch the earth or to preserve and maintain it for the comfort of the invader ?

No doubt complete instructions have been prepared and issued to the military authorities. But have they taken the local government officers with whom and through whom they may have to work, into their confidence as closely as is required ? We write, of course, without any inside knowledge, but some remarks made at a public meeting the other day by Mr. H. M. Medland, Deputy Regional Commissioner for the South-West, suggest that the contact is not yet as complete as it ought to be.

Commenting on the lessons of a local invasion exercise, Mr. Medland stressed the importance of a " united front " as against " watertight compartments," and declared :

" People were mentally prepared for blitz conditions and acted accordingly ; now they must learn to be mentally equipped for invasion."

Mr. Medland added that he had been greatly impressed, during and after recent raids in his region, by the important functions undertaken by city engineers. He could foresee that their duties would be much more onerous under invasion conditions, and he urged that there should be complete liaison between them and the military authorities.

This is a plea based on practical experience and it deserves attention. To it we would add only the comment that the desired liaison should not be restricted to engineers alone, but should be extended to all officers whose duties are likely to assume special importance in invasion conditions. Do our military commanders understand the full ramifications and do they appreciate the importance and possibilities of local government activity ? If they do not, they should certainly make the closest contact with the men who do, to ensure that each knows his job if and when the day comes, and is able to perform it effectively.

NALGO CONFERENCE 1942

WERE this pre-Hitler Germany, some earnest student would, without doubt, submit for his doctorate in social philosophy a learned thesis on "The Influence of the Design, Structure, and Acoustics of Meeting Halls upon the Character and Temper of Meetings Held Therein; with Special Reference to the Annual Conference of the National Association of Local Government Officers." Using past Conferences to illustrate his argument, he would point out how, at Blackpool, the garish and theatrical atmosphere of the Tower ballroom, with the N.E.C. perched upon the band rostrum in a frame of scarlet and gold, had encouraged music-hall back-chat from both platform and floor; how at Torquay the gloom of a barn-like building and the exasperation of loud-speakers that alternately whispered and roared before expiring in a lifelike forecast of a "blitz" had stimulated outbursts of bad-tempered frustration; how at the Central Hall the odour of Nonconformity had allied itself with bigger events outside to create an atmosphere of sober despatch; and how at Friends' House, the brooding spirit of Quakerism had inspired sweet reasonableness even in the breasts of the unruly Scots, Welsh, Yorkshiremen, and Mancunians.

Major feature of the thesis would be his examination of the influence exerted by the shape of the hall upon the character of the debate held within it. Normal Conference procedure, he would explain, is to assemble the N.E.C. upon a floodlit platform at one end, where they sit like a row of fairground Aunt Sallies inviting brickbats from the delegates strategically ranged before them. Such an arrangement offers obvious temptations which, in the past, have proved irresistible. The N.E.C. sits there, waiting to be shot at—and, of course, it is shot at. Council-baiting and the vigorous exchange of epithets between floor and platform become the accepted procedure.

A Peaceful Assembly

But that it is not inevitable, depending more upon architecture than upon any real difference between Council and constituents, Friends' House proved. There, Quaker humility, equalitarianism, and dignity, abolished the fairground atmosphere. The platform was small, holding only a fraction of the Council. The seats were arranged in a square, so that half the delegates faced, not the Aunt Sallies, but other delegates. A good proportion were relegated to the gallery, thus preventing the formation of blocks of hostility. The loud-speakers—not needed by Welshmen and others with practised lungs—worked well and discreetly for the rest. Finally, the design of the hall, breathing grace and peace, exerted its own sobering influence, making even a raised voice seem like the prelude to a brawl in church.

The effect of this combination of circumstances was remarkable. There were no fireworks—or rather the array of squibs and crackers prepared by branches all fizzed damply and went out—no histrionics, if one excepts the Minister of Health, who could, one suspects, orate in a diving suit, no wild allegations, burning repudiations, fiery exchanges. Such brickbats as were flung fell harmlessly as snowflakes on the serene heads on the platform. What elsewhere would have developed into angry arguments ended as exchanges of compliments. Throughout, the spirit of reason, of accommodation, and of mutual consideration prevailed.

That is not to imply that the N.E.C. had everything its own way. Far from it. It suffered a number of defeats—notably on the higher subscription and T.U.C. affiliation—but it did so gracefully. Nor did branches achieve all they had set out to do. Practically all the "radical" proposals designed to provide short cuts to Utopia were rejected. Their rejection was accepted with equal grace.

NALGO'S VICTORY PLEDGE

Homage to Our Fighting Colleagues

At the conclusion of Conference the following emergency resolution, submitted by the Glasgow branch, was carried unanimously:

This Conference of British local government officers places on record its admiration of the heroic resistance of the Soviet people, and sends warmest greetings to its colleagues, the local government officials of the Soviet Union, on whose shoulders has fallen such a great responsibility for maintaining the magnificent morale of the Russian population.

We send, too, our greetings and sympathy to all those brave men and women in occupied Europe, in China, and serving in the Armed Forces of the United Nations everywhere, whose steadfast fight against brutal tyranny is writing one of the finest chapters in the history of the struggle for human liberty.

We pledge ourselves to play our part in bringing about a common victory for our Allied peoples in this great battle for freedom and to ensure that the friendship that has grown up under the stress of war shall be continued when peace has been won, so that we may jointly solve the problems which will be the special concern of those engaged in local government service.

Copies of the resolution have been sent to the Ambassadors and Ministers of all the United Nations, to all news agencies sending British news abroad, and to the Overseas Broadcasting Section of the B.B.C.

Faced with an agenda of 140 items and with only nine hours in which to work through it, Conference lost no time in getting down to business. In the absence of the President, Lt.-Col. E. J. Stead, whose civil defence duties had made it impossible for him to leave Somerset, C. A. W. ROBERTS, the senior vice-president, took the chair, and opened the proceedings by suggesting that a telegram of good wishes be sent to Col. Stead—a proposal which delegates readily endorsed. Then E. A. S. YOUNG, chairman of the Benevolent and Orphan Fund committee, read the list of districts and branches awarded shields and trophies for outstanding contributions to the Fund:

TROPHIES

Sir Homewood Crawford Shield for highest contribution per head of membership—South Wales District (5s. 3d. per head).

Viscount Wakefield Shield, for second highest contribution per head—North Eastern District (4s. 8d.).

Bridlington Cup, for third highest contribution per head—South Eastern District (4s. 6d.).

DIPLOMAS

Branches subscribing over £2,000 to the Fund:

Leeds	.. ..	**£4,471 11s. 6d.**
Cardiff	.. ..	**£3,028 4s. 10d.**
Kent	.. ..	**£2,170 8s. 3d.**
Hull	.. ..	**£2,105 4s. 1d.**

Branches subscribing between £1,000 and £2,000:

Burnley	**Hackney**	**St. Helens**
Glasgow	**Halifax**	**Shropshire**
Gloucestershire	**Lanarkshire**	**Wigan**

Branches contributing an average of £5 per head of membership from the inception of the Fund to December 31, 1941.

East Ham	**Scarborough**	**Stoke-on-Trent**
Dukinfield	**Southport**	**Swadlincote**
	Stockport	

It had been a good year for contributions, despite the many difficulties, Mr. Young declared, and he cordially thanked branches and members everywhere for the grand response they had made.

After the general secretary had read the President's address—published in the June number of LOCAL GOVERNMENT SERVICE—with its reference to the 384 NALGO members who had already given their lives for the cause of Freedom, and the 141 who had received awards for gallantry in the fighting forces and on the Home Front, the Chairman called on delegates to stand for a moment in silent homage to those departed colleagues.

Notwithstanding the threat from the Much Cowslip branch to oppose on principle, the auditors were reappointed, at a fee increased to 750 guineas—a recognition of the vast expansion in the work of the ancillaries since the fee of 500 guineas was fixed ten or twelve years ago.

NALGO FINANCES

Expenditure Rising

Next came the financial statement by the honorary treasurer, W. H. LEGH-SMITH. Subscription income, at £54,457, was slightly higher than in 1940 (£53,405) but the picture was not yet complete, since some branches had still not returned their summary sheets—a circumstance which gave him the cue for an urgent appeal to branch treasurers to be more punctual with their returns, delay in making which caused much trouble and extra work to Headquarters. The contributions paid by most of the ancillaries and other activities to the general fund had also increased, from £28,494 to £29,176. Total revenue came to £86,565, an increase of £769 on 1940. Expenditure, however, had risen to a greater degree, outstanding items being expenses of meetings (£2,701 against £1,718); Whitley Councils (£2,130 against £1,440); Parliamentary and legal (£2,418 against £1,848); office accommodation (£11,645 against £8,745) and LOCAL GOVERNMENT SERVICE (£7,757 against £7,037). To some extent these increases had been offset by economies in printing and stationery, postages, divisional organisation, telephone charges, and education, but expenditure as a whole showed an increase, of £4,466 to £86,254, leaving a surplus (excluding interest from investments, which goes automatically into the reserve fund) of only £311, compared with £4,009 in the previous year.

Notable individual items from the accounts were the substantial increase—from £3,594 to £6,360—in the income from Cefn y Mynach private hotel, which had shown a profit for the year of £1,650; the increase of £4,059 in the income of the Benevolent and Orphan Fund, which, with a reduction in the total amount of grants, had transformed a deficit of £1,517 to a surplus of £4,325; the gratifying position of the Provident and Approved Societies and of Logomia, each of which had ended its year's working with a surplus; and the satisfactory state of the Building Society despite the heavy

N.E.C. to Re-examine Investment of Reserves

liabilities imposed on it by income tax, National Defence Contribution, and the War Damage Act.

Mr. Legh-Smith concluded with an urgent appeal to all members of the Building Society to send in their passbooks when asked to do so—otherwise it was impossible for Headquarters to complete the audit.

Leeds on the Warpath

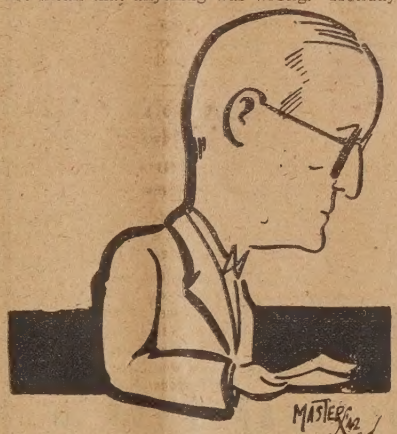
Most delegates were prepared to accept this explanation of the accounts as uncritically as they accept Sir James Jeans' interpretation of the higher mysteries of the universe. Most—but not **Leeds**, whose annual sport appears to be to go through them with a fine-tooth comb and to challenge every item it cannot understand. E. HAWKESWORTH opened the attack with a barrage of quick-fire questions. Why, he asked, should the administrative expenses of the education department stand at £731, when it received only £72 from students, or of the Correspondence Institute total £1,126, when it collected only £934 in fees? Were not the administrative expenses of the Benevolent and Orphan Fund too high—averaging, he alleged, £2 3s. 6d. for each case dealt with? Had Headquarters received any money on account from those branches which had not sent in their summary sheets? Could not the defaulting branches be named? Where was the depreciation for Cayton Bay holiday centre?

Though E. HOWE, **P.L.A.**, came to his rescue with a protest that delegates should give notice of detailed questions of this kind, the Treasurer gallantly expressed his readiness to answer all and sundry, and proceeded to do so. There were two reasons for the apparently high administrative cost of the education department and the Benevolent and Orphan Fund. One was that each ancillary bore a share of the interest charges on the Abingdon Street properties; the other that each ancillary had to make up the pay of members of its staff in the Forces, while also paying the salaries of substitutes. No depreciation had been charged against Cayton Bay because the Association was not in possession of the centre, which had been taken over by the Army and was therefore regarded as a frozen asset—though the position was being reconsidered by the special N.E.C. committee which had been appointed to review the Association's finances. Money had been received on account from the delinquent branches; but more was wanted—it was time all summary sheets had been received and all subscriptions paid over.

Reserves "Locked Up"

Satisfied by these explanations, delegates approved the financial statement, but **Leeds** was still dissatisfied, and seized the opportunity to fire its annual distress rocket on the Association's financial position, with a notice of motion declaring that the present manner of investment of the reserve funds offered neither availability in case of need nor adequate security, and seeking to instruct the N.E.C. to consider immediately ways and means of re-establishing the reserve funds in trustee securities. Moving this in an able and lucid speech, L. M. CROW expressed uneasiness, not about whether the accounts balanced, but about whether their basis was a correct one. There had, he declared, been a progressive decline in the availability of the reserve fund and in the security offered by the assets representing it. A reserve fund should be instantly available. Whereas, in 1930, the Association had a reserve of £66,887, all invested in trustee securities, in 1941, though the total reserve had grown to £94,000 only £25,000 of this was available. Of the balance, £59,600 was locked up in the holiday camps and £9,300 represented an accumulated loss on the running of those camps. E. REDSHAW, Leeds, formally seconded.

Replying, Mr. LEGH-SMITH denied that there was any uneasiness outside Leeds. The N.E.C. had appointed a special committee to consider the Association's finances and financial administration. That was an ordinary business precaution—a kind of stocktaking—and did not mean that anything was wrong. Holiday



The Honorary Treasurer—"ready to answer all and sundry"

centres were a favourite subject with Leeds, and they pursued it with admirable Yorkshire persistency and fortitude. Every branch was, of course, entitled to draw attention to weaknesses in the Association's administration, real or imaginary, and he looked forward to hearing Leeds on the same subject next year; they would come to it as straight as the Crow flew—it was a wild Crow chase on which they had been engaged for a long time. But the N.E.C. did not regard it as unsound finance to invest surplus moneys to meet capital outlay; it was a frequent and authorised practice with local authorities. If the Council had not adopted that policy, the only way in which it could have raised money for the holiday centres demanded by Conference would have been by mortgage, possibly at a moderately high rate, or by setting up a private company. Conference, however, preferred to take the risk of the Association financing the centres itself—if there was a risk.

N A L G O's Credit High

On the question of availability of the reserves should they be needed, the N.E.C. had made inquiries and had been assured that N A L G O's credit stood so high that it would have no difficulty in raising money on its property. But if it did that now, as Leeds seemed to want it to do, it would have to pay a fairly high rate of interest, whereas the cash obtained would have to go into gilt-edged securities at the prevailing low rate, resulting in a dead loss of the difference. Later, were the Government unable to keep money rates down, there would be a heavy loss in the depreciation of securities. On these grounds, the N.E.C. took the view that it was better in present circumstances to leave things as they were until after the war, when it would be possible to see the prospects more clearly.

Replying, Mr. CROW, after assuring Conference and the platform that crows never spoke without caws, urged that what Leeds wanted was not an immediate realisation of assets—that would be unwise today—but an agreement on the principles to be followed in the future. We must not continue to slide, but return to the old position when, if we had £10, we had £10 to show for it.

No other delegate showed any desire to speak, and—rather to its own surprise, one suspects—Conference adopted the motion on a show of hands.

The Leeds rocket having thus exploded rather damply, Conference settled down to consideration of the Annual Report. Moving its reception, F. H. HARROD, chairman of the Council, paid a warm tribute to his predecessor, A. A. GARRARD, who had borne the strain of the first two years of war with the greatest assiduity and devotion to the Association's interests. The report covered a difficult period in which the N.E.C. had had no easier time than local government officers generally. During the year, N A L G O had lost many pioneers and stalwarts—of whom he mentioned particularly Mrs. G. Franks, first woman member of the N.E.C. and Messrs. A. G. M. Archibald, J. H. Clarke, W. H. Pullinger—one of the six original founder members—and E. R. Pickmere, the Association's first President. By retirement, too, the Council had lost the services of Messrs. J. T. Baker, a great Building Society chairman, and T. Freeman, a keen and constructive critic.

Reconstruction Committee

Outstanding among the achievements of the year, Mr. Harrod mentioned the formation of the Reconstruction Committee, which was now well launched on its long, important, and difficult task—particularly difficult today, when all had so many other preoccupations. It was a strong committee, and it was working hard—but it could not succeed without the wholehearted support of the Association. He therefore appealed to all branches to consider the Committee's questionnaires and to answer some, if not all, of the questions they contained.

The conditions of Employment and National Arbitration Order had given the Council much trouble during the year. The High Court decision in the Bolton case had excluded local government from the operation of the Order, and the N.E.C. was fighting as hard as it could to see that officers got from it as square a deal as other members of the community on conditions of service and the machinery of negotiation.

Another measure vitally affecting officers was the Essential Works Order. The Council was working to ensure that staff to whom it applied were able to claim the rights it was intended to give them, and he appealed to branches to keep Headquarters fully informed of all action taken under it.

In Whitleyism, tremendous strides had been made, and the whole country was now covered by Whitley Councils. That, they believed, was the right machinery; indeed, the Association was pledged to it, at the repeated demand of Conference. Its policy was, and remained, the establishment of adequate Whitley machinery, with or without the help of the associations of local authorities.

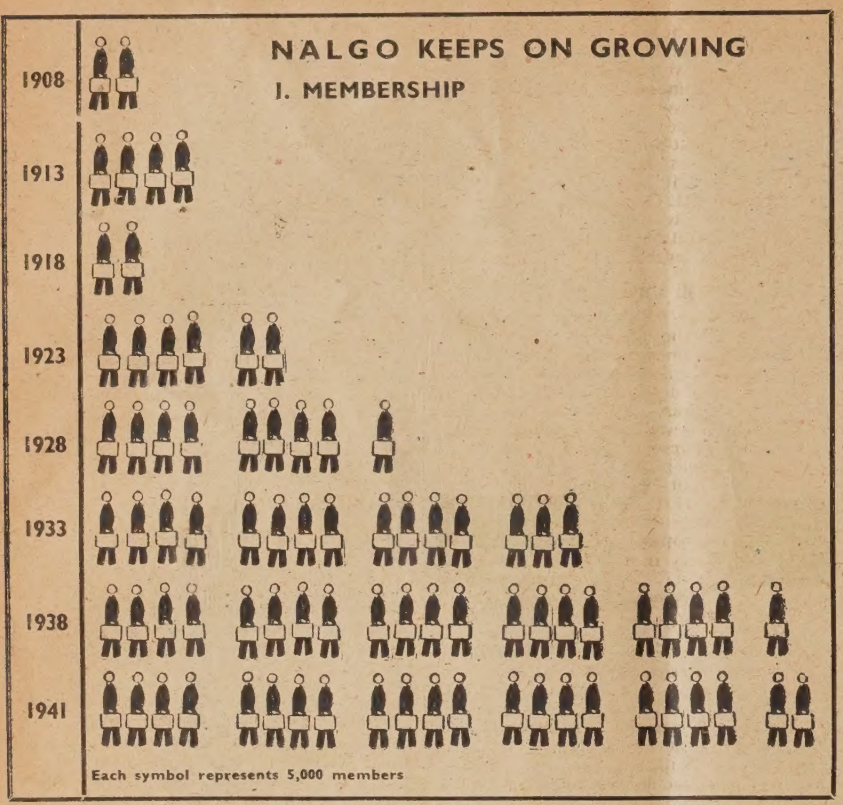
Sectional Societies' Support

A further step forward had been taken with the N A L G O Consultative Committee, which now included all the societies and associations catering for the different sections of the service. Meetings of the committee had been good and helpful and all the associations represented on it were ready to work with N A L G O, to which they looked to safeguard the conditions of all local government officers, irrespective of class or profession.

Though deprived for the time being of the benefits of the National Arbitration Tribunal they had been able to use the Industrial Court whenever they had been able to persuade local authorities to submit disputes to it—and every time they had taken a dispute to the Court they had succeeded. That was a point which branches should note.

The public relations policy continued to show good progress, and through it, and

New Scheme Next Year for N.E.C. Election



through LOCAL GOVERNMENT SERVICE they were showing the strength of the Association and bringing its power into play throughout the country. The Law and Parliamentary section of the report gave testimony to one of the bulwarks of the Association, and showed how it was able to give protection to every member.

In one respect only was the report still disappointing. Though the financial position of the Benevolent and Orphan Fund was gratifying, it was still not satisfactory, since out of 110,000 members, only 75 per cent were members of the Fund. That was a reflection on the Association and its members and they should not be satisfied until the percentage was at least 90.

Asked by a delegate why the Reconstruction Committee included no representative of an urban district council, J. H. WARREN, chaiman of the committee, explained that, in appointing it the Council had taken the view that it would be impossible to secure a compact and efficient body upon which every interest, every part of the country, and every type of local authority was represented. It was considered preferable to appoint officers able to take a broad view of local government as a whole, who would try to get away from the complex of every type of authority thinking in terms of its own interests and status which had interfered so much with reconstruction attempts in the past—a view with which Conference clearly agreed.

COUNCIL ELECTIONS

To Be Resumed Next Year

Delegates, who had tended to relax during this recital of fact and achievements with which most were familiar, sat up at this stage for what they expected to prove the first set-piece in the Conference firework display —the debate on elections for the N.E.C. MR. HARROD lit the blue paper from the platform by introducing the Council's motion, which left it to Conference to decide whether, and when, an election should be held. Hitherto, he explained, the N.E.C. had opposed an election, on account of the war situation, but today the position had changed. We were experiencing a comparatively quiet time, the position was much easier than it was a year before, but there was still the difficulty of getting over the rule which required that every member be given an opportunity of voting. If Conference decided on an election before next year, it would be necessary to devise a scheme and get the approval of the Registrar of Friendly Societies for it. The objection to an election was not that members of the N.E.C. wanted to retain office—they had had a gruelling time in the past three years and some of them would welcome a rest—but arose mainly from three difficulties: the heavy burdens already resting on branch officers, upon whom most of the labour of holding an election would fall; the fact that 30,000 permanent officers in the Forces would be disfranchised whatever form the election took, while the vote would be given to the large numbers of temporary officers admitted to the service; and the difficulty of obtaining paper for a national ballot. The view of the N.E.C. was that an election should be held at the normal time next year, but not before then.

At this stage, H. CHARLTON, **North Western and North Wales district,** attempted to short-circuit further discussion by moving that an election be not held. Though this was lost on a show of hands, the North-Western district demanded a card vote, which showed Conference determined on an election by 53,161 against 32,841.

Mr. Harrod then pointed out the administrative difficulties in the way of an immediate election. It would be impossible to arrange it within a month or two, and difficult to fix a precise date. An early election would be called for only if members felt that an immediate and drastic purge of the N.E.C. was essential. If they did not feel that, there was no need for haste—and they must remember that the next few months might bring great problems for local government administration. If Conference demanded an election at once, the N.E.C. was prepared to get on with it; but they must also decide whether they wanted another election before the 1943 conference.

Amendments by **Glasgow,** demanding an election forthwith, and by the **South Eastern district** and **Coventry,** calling for an election within three months, were withdrawn on the understanding that, if Conference wished, the N.E.C. would hold the ballot as soon as possible. Conference, however, did not wish, and by show of hands agreed to hold the elections at the normal time next year.

Voting by District Committees

MR. HARROD then moved an N.E.C. motion which would leave it to the Council to determine the most practicable form of ballot. A conference of 1,200 delegates was not, he mildly suggested, the most competent body to decide the method of election. If Conference would leave it to the Council, it would consider the various schemes submitted in the four amendments put forward.

E. A. S. YOUNG, N.E.C., seconding, suggested that delegates would be well advised to trust the Council to make the best possible arrangements, especially in view of the fact that the Registrar of Friendly Societies would have to approve any divergence from the procedure laid down in the rules.

The Southern district and **Coventry** withdrew their amendments calling for nomination by branches and voting by district committees, leaving the field clear for a more detailed amendment by **Kent County.** This proposed that branches should nominate and district committees elect members of the N.E.C., the voting to be in accordance with membership of branches at a date to be fixed by the Council and no branch to be debarred from nominating and voting by the fact that its delegates were unable to attend district committee meetings. Conference adopted this proposal by show of hands, and a further amendment by the **Gillingham** branch, which would have vested both nominations and voting in the district committees, accordingly fell without debate.

NALGO SUBSCRIPTIONS

N.E.C.'s Case for Increase

The elections having been disposed of without a single explosion, delegates turned in more sober mood than might have been expected to the still more controversial topic of subscriptions. Here, the N.E.C. had planted a potential rip-roarer with its plan of a new scale with eleven separate subscription rates, rising by threepenny and sixpenny stages from 1s. to 5s. a month, allied with a free legal defence policy for every member and a free death benefit scheme calculated—for a start only, as the report was careful to explain—to give a payment on death of £2 after five years' membership, rising to £10 after 20 years' membership.

A. PINCHES, introducing the motion on behalf of the N.E.C., reminded Conference that the present subscription scale was fixed as long ago as 1922, when membership stood at only 29,000. With the higher income then obtained, the Association had made great progress, increasing its membership to the present figure of over 110,000 and securing many benefits for the service. Though a rising membership had of itself brought more revenue from subscriptions, that membership also involved a greater responsibility and brought an ever-growing demand from branches for more intensified service Branches wanted

Council's Case for Higher Subscriptions

more money to enable them to provide clerical assistance and to pay honoraria and fees to honorary workers, while Headquarters had to have more staff and to meet greater expenses for stationery, office equipment, postages, etc. The salaries bill had increased by £20,000 and administrative costs by £9,000 in the past ten years.

Moreover, the national campaign on salaries and service conditions, launched shortly before the war, had shown the need for reorganisation of the areas covered by the divisional staff. The outbreak of war had prevented completion of this reorganisation, but it would have to be completed, possibly earlier than many imagined, and it would call for the appointment of more paid organisers. This programme would be of vital importance when the war ended. Already, demands by branches for help from Headquarters and the divisional organisers were increasing rapidly. After the war, that demand would become much greater. Who could prophesy what problems the Association would have to face, or what the programme of NALGO would be? Conference must not allow its progress to be hampered for lack of funds.

It was possible, indeed, that the whole organisation would have to be changed to meet fresh circumstances. It might be necessary to decentralise both trade union activities and the work of the ancillaries, and this step again would mean heavier expenditure.

Rising Cost of Activities

In the past, it had been possible to use the Association's staff to the best advantage by the transfer of personnel from one section to another as the pressure of work changed. To-day, however, the work of the ancillaries had grown to such an extent that each now required a big full-time staff. Other heavy drains on the funds had been made by the development of Whitleyism—the cost of which had risen from £144 to £2,130 in ten years—the official journal, which cost £3,000 a year more to-day than it did in 1931, and parliamentary and legal expenses. All these items were bound to increase. In the coming year, for example, they would have to meet heavy charges for the appeal to the House of Lords on the Bolton Case, which had already cost £2,000. Further, the issue of the proposed free legal defence policy, if approved, would increase the calls on the legal department, which it must be able to meet.

The salary ranges in the present subscription scale, Mr. Pinches continued, were out of date, and in its proposed scale the N.E.C. had tried to spread the burden—or, rather, to spread the joy of payment—more evenly. Moreover, the new scale would give Headquarters a better and much-needed picture of the salaries paid to officers, and he appealed to honorary treasurers not to oppose the scheme solely on the ground that it might add to the difficulties of their work.

More for Branches and Districts

The new scale would give branches an additional £12,000 a year, and would increase the income of district committees and county branches by £2,000 and £1,000 a year respectively, thus enabling them to intensify and develop their work.

The permanent death benefit scheme, with which the new subscription scale was linked, might appear trivial, but it was not "a sprat to catch a mackerel." Like all other ancillaries it was beginning in a small way, but there was no reason why it should not grow as they had done and, in a few years, provide much better benefits. The point to remember was that, in the form proposed, it would cost only 1s. a year to each member—less than it cost to give the journal away. Conference should not despise the scheme because it did not seem worth while, but take the long view.

Summing up, Mr. Pinches declared that to delay the needed increase in subscriptions until after the war, or even for twelve months, would be a retrograde step, in view of the unknown and probably great problems ahead. The whole outlook, and possibly the structure, of local government might be changed. Whatever happened, NALGO must have ample funds if it was to maintain the rights and improve the position of every member and every potential member, as all wished it to do.

"Members Will Pay—C.O.D."

H. CHARLTON, **North Western and North Wales**, opened the attack on this proposal by moving the amendment submitted by his district committee and the **Manchester** branch, calling for deferment of the whole question until after the war. To-day, he argued, the recommendations were unacceptable. Present subscriptions represented a fair return for the services rendered by NALGO to its members. He was not impressed by comparisons between NALGO subscriptions and those paid by members of other unions, because some of those other unions were able to deliver the goods in a way not yet found possible by NALGO. Members would be prepared to pay higher subscriptions, Mr. Charlton continued, only on the basis of cash-on-delivery. When they saw the postman bringing those things they had wanted for so long—higher salaries and compulsory Whitleyism—they would pay up. But the N.E.C. believed in the principle of cash-with-order. If Conference attempted to impose the recommended scale now, it would result, not in an increase in income, but in a reduction, because so many members would resign. Moreover, the N.E.C. had convicted itself of inconsistency—for if its argument that Conference could not decide on affiliation to the T.U.C. because so many members were away in the Forces were sound, it applied with even greater force to an increase in subscriptions. This was no time for the introduction of "fancy benefits." The proposed legal defence policy was unnecessary and wasteful, and the death benefit scheme offered, not something for nothing, but nothing for something.

"Untimely and Ill-Based"

H. MATHER, **Manchester**, seconding, held that adoption of the new scale would enormously increase the difficulties of collecting subscriptions; it was one thing to pass a resolution, but quite another to get in the money. If Conference imposed the new scale, the money would simply not be forthcoming.

A. F. HUTT, **Manchester**, supporting, described the N.E.C. proposal as untimely and ill-based. If the medicine were necessary—and nothing said so far had convinced him that it was—why put so poor a type of jam on it, in the form of burial society cover? Was the "Hearts of NALGO" the best the Council could offer? The stress laid on the need for more paid staff was misleading. However many organising secretaries they had, NALGO's success must always depend mainly on the great unpaid in the branches—the coolies who did everything but the big things. The case for higher subscriptions now was based on wishes, not facts, and however much they admired Vera Lynn, wishing would not make it so. Whoever involved these splendid pipe dreams in Abingdon Street or on the N.E.C. did not have to go out and collect subscriptions. The attempt would cause chaos.

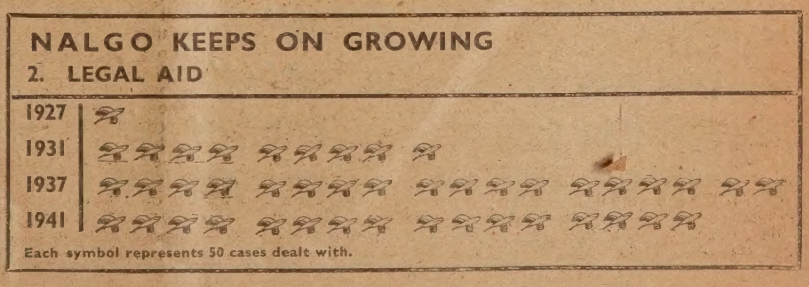
H. ALLEN, N.E.C., replied to this attack with the vigour expected of him. Jam or no jam, he declared, the Association had got to take its medicine if it wanted to succeed. It had been accused of not delivering the goods—but what other trade unions had achieved anything at all for local government officers? NALGO had done many things for them. It had got the finest bonus scheme obtained for any branch of the public service, and had secured that bonus for the majority of its members. The national salaries campaign had revealed heartbreaking conditions in some areas—yet to-day they were making more rapid progress in some of the blackest spots than they were in areas where provincial Whitley Councils had long been established. Immense difficulties remained, of which local autonomy was the greatest. It had to be broken down, but so long as it remained they were compelled to use the methods of persuasion.

"Must Have More Money—Now!"

There was no doubt about the need for more money now. The Association finished last year with only £311 in the kitty—and as chairman of the service conditions and organisation committee he knew how constantly branches asked for assistance and how constantly he was told that it could not be given because the money was not there. Whitleyism was costing more than the figures quoted by Mr. Pinches. That increase in ten years from £144 to £2,130 referred only to the National Whitley Council; each of the provincial councils cost money, too.

NALGO, MR. ALLEN declared, was the finest trade union in the country—and the cheapest. If members wanted success, if they wanted to achieve the grandiose schemes they had put on the Conference agenda, they must provide the cash. Experience had shown that, today, most branches could not manage their own affairs—and the salary scales some had achieved showed that they were not fitted to. The Association must have more organisers. Branch officers had more work to do and less time to give to it, and it was thus essential to find paid assistance for both big and small branches. It was no good branches coming to Conference with motions on service conditions if they did not supply the ammunition with which to win the campaigns they called for.

Powerful support of this view came from C. W. STEEDMAN, **Torquay**, with a personal



46-Hour Week Approved, with Overtime Pay

account of the great improvement in salaries and conditions in the South-West which had followed the introduction of an active divisional organiser there and the creation of an active provincial Whitley Council. Nevertheless, the divisional area was still too big for one man to cover effectively. It was all very well for the big branches to say that more support for branches was unnecessary. The small branches wanted it—and they were prepared to pay for it.

E. M. HUTCHINSON, **Surrey C.C.**, also supported the N.E.C. on the general principle that if members wanted NALGO to work properly they must provide it with the means. The death benefit and legal defence schemes were beside the point—the case for higher subscriptions was independent of them. In every branch there was an increasing need and opportunity for the Association to make its influence as a national body felt by local authorities, and that could be done only by strengthening the power and numbers of the divisional staff. Members must be told that if they wanted service they must pay for it.

"Faulty and Unconvincing"

A. S. GARNETT, **Liverpool**, found the N.E.C. arguments faulty and unconvincing, offering future benefits for present cash. There was no hint of any immediate action and the N.E.C. admitted that none of the schemes it had suggested could be operated until after the war. Since the proposal to increase subscriptions was made, the Council had asked branches to take in temporary officers. Were they to be asked to pay a higher subscription for benefits they would not stay in the service long enough to enjoy? Had the N.E.C. considered the effect of an increased subscription on members of the technical and professional societies who were now subscribing to two organisations? Would they not withdraw their subscriptions to NALGO? And what would be the effect on the Benevolent and Orphan Fund? Many members did not pay willingly now; they would be less willing if their NALGO subscriptions were increased.

The amendment by the North-Western district and Manchester, deferring consideration of subscriptions until after the war, was lost on a show of hands by 468 votes to 415. A card vote, however, reversed the decision, showing the amendment to be carried by 52,468 votes to 35,931. Thereupon all the other amendments, in which branches gave their own views of what a revised subscription scale should be, were abandoned, as also were the death benefit scheme and the legal defence policy, which both depended upon a higher income.

It was by now close on lunch time. Before the adjournment, however, H. ALLEN, N.E.C., provided delegates with an apéritif—or an appetite destroyer—with a special announcement on the Council's attitude to the suggestion by the Minister of Labour that, in future, 46 hours exclusive of meal-times should be regarded as the normal working week in offices, with a maximum of two weeks' holiday a year. After reading the Ministry statement, Mr. Allen said that the N.E.C. had decided, at a special meeting the previous evening, to refer the matter to Whitley machinery, primarily with the object of preserving existing rights. Local government officers, he declared, would be prepared to make any sacrifice that would help to win the war. But they knew that they were easily "got at" and must be careful to ensure that any concessions made were temporary only and that rights which it had taken years to secure were not permanently filched from them.

Branch Loyalty Essential

At a later stage, F. H. HARROD, chairman of the Council, explained its policy in greater detail. In general terms, it was that NALGO did not recognise the right of any local authority to work its staff beyond peace-time hours without remuneration, but that it would not oppose the 46-hour week provided that officers received a pro-rata increase in salary for the additional hours worked.

In the light of this principle, the Council had decided:

To refer the question for negotiation and decision to early meetings of the National Whitley Council and the Scottish Whitley Council;

To agree to the 46-hour week and the maximum of two weeks' holiday, but to ask that all hours worked between the normal peace-time standard and 46 a week be paid for at plain-time rates, and that any hours worked over 46 a week be paid for at time-and-a-half;

To seek no compensation for curtailment of holidays; and

To press for a recommendation that all pre-war arrangements be restored immediately after the war.

This meant, Mr. Harrod pointed out, that for the first time in its history NALGO would be asking for overtime payment for local government officers, and thus marked an important stage in the Association's development. To achieve success would demand the strictest loyalty on the part of branches and members everywhere. They must see that no local agreement was made until the Whitley Councils had reached a decision; only in that way could the influence of Whitleyism and the strength of the Association be upheld.

In further explanation, MR. ALLEN pointed out that local government officers were today almost the only section of the community not receiving payment for overtime, and the time had arrived when they must claim it. The new policy did not, of course, imply that local government had been or was still working peace-time hours, nor that it was in any way unwilling to do more. The officer today was certainly not a nine-to-five worker—it was no uncommon thing to find him putting in 60 or more hours a week at his job, with much voluntary part-time service on top of that—and he was ready to undertake any sacrifice to win the war. But the N.E.C. felt that he was entitled to equality of treatment with other workers, and to safeguard for the future the benefits so hardly won in the past.

Conference warmly approved this declaration

SERVICE NATIONALISATION
"Need More Urgent To-day"

The afternoon session began with a long debate on the provocative motion by **Malden & Coombe**, now joined by **Hove**, advocating that the local government service should be made a branch of the civil service, with officers designated civil servants (L.G.), that their appointment, retention, regrading, and dismissal should be subject to the approval of the appropriate Government department, and that grades, minimum pay, holidays, and service conditions should be in accordance with recognised scales to be formulated by the Government in conjunction with the associations of local authorities.

Opening the discussion, R. O. WILLIAMS, **Malden & Coombe**, explained that, while the motion was in substantially the same form as that presented by his branch in 1939, the need for such a change as it proposed was much more urgent today. The merits of the proposal had been fully reviewed at Torquay, and he therefore proposed merely to reply to some of the objections made to it. It was submitted that the change would deprive local authorities of the power of appointing their own officers. But officials were not officers of individual local authorities; they were as much part of a nation-wide organisation as were the members of the civil service. The local government service was so extensive and so essential to the public need that its salaries and service conditions should be taken out of purely local control and interference.

Authorities Would Welcome Reform

Nor was it true that local authorities would lose all control. They might still be allowed to appoint officers and to recommend their dismissal—but they would not be allowed to make new appointments without departmental approval. He thought that local authorities would eventually welcome a reform which would rid them of the eternal troubles over salaries and service conditions.

It was asked why they wanted civil service status. Despite frequent gibes about Whitehall and Whitehall control, the civil service was recognised as the pride of this country and the admiration of the world. That applied to local government officers, too—or it would do if they could have about their heads something of the aura of civil service status, instead of the faint odour which now distinguished them.

There would not, under the new system, be conflict between local authorities and their officers, any more than there was conflict today with those officers whose salaries and conditions were, to some extent, Government controlled. The identity of the service would not disappear, nor would it cease to be independent. Whitleyism would come automatically and would function throughout the service.

Malden Scheme Referred again to the N.E.C.

Of course, local authorities would resist the proposal—but he would be surprised if the government were unwilling to give effect to it.

Although the proposal was one of the most important ever considered by NALGO, although the 1939 conference had asked for a full report on it, and although the N.E.C. itself had promised to give it close attention, members had, in three years, been given only a brief interim report; the N.E.C. had certainly been "close," about it, if its attention had not. But it was Conference that determined policy, and they could therefore do without the N.E.C. report.

LOCAL GOVERNMENT SERVICE, in commenting on the motion, had referred rather derisively to the idea that this reform could be effected by a "stroke of the pen"—yet Magna Charta was a "stroke of the pen"—and it brought about one of the biggest constitutional changes of all time. In the future, when this reform had been achieved, they would look back and wonder how they had allowed so great and important an organisation as the local government service to depend for so long on the whims and varying political philosophies of local authorities.

"Whitleyism "On Paper Only"

They were told that Whitleyism was the best available means of securing national standards. Yet, apart from the fact that this left out status, how much practical Whitleyism had we attained? Whitley Councils covered the country—but the scheme was complete on paper only; and all knew that it would take a long time to attain, through Whitleyism, anything approaching the proposals in the motion.

NALGO wanted uniformity in conditions, a national policy that would make possible the recruitment of the right type of juniors into the service and assure them a decent salary from the start, and freedom from the danger of leaving these questions to the arbitrary decisions of the men and women elected to local councils who, today, determined the officer's fate and prospects. This proposal was the only way in which those objects could be achieved.

Service National—Standards Not

H. J. PEARCE, **Hove,** seconding, stressed the national character of much of the legislation the execution of which was entrusted to local authorities today, and of the duties which were straining the endurance of officers everywhere. But this increasing concentration on national tasks had not led to commensurate consideration for the service. Whitleyism was still an ideal only in many areas, and the government had failed to compel local authorities to adopt it. The civil service and the local government service both worked for the same object—the well-being of the citizen—and it was impossible to draw a dividing line between them. But the local government officer did not enjoy the rewards of his brother in the civil service; his salary was often lower, and service conditions throughout the country were chaotic. There was no doubt that local authorities would resist the proposal—mainly because of the knowledge that, if it were adopted, they would at last be compelled to pay their officers salaries commensurate with their duties and could be denied the right of sacking men the colour of whose ties they disliked.

LOCAL GOVERNMENT SERVICE had asked whether appointments would be better made under the suggested arrangements. He thought they would—because many councillors today had no knowledge of local government, some had never been employers of labour, and their attitude to salaries and service conditions was influenced by local circumstances. Candidates for the civil service had to pass an examination before admission. Local authorities had been in existence for 100 years, yet despite the efforts of NALGO, few had taken even this precaution of ensuring that they got the most suitable officers. Conference should ask the government to do the job for them.

H. W. PENDRILL, **Woolwich,** moved his branch's amendment seeking to refer the proposal again to the N.E.C. for investigation and report. Such investigation was essential before any decision was reached on such an important question, and Conference should be told exactly what it meant, with all the implications. This suggestion was opposed by A. E. ODELL, **Metropolitan district,** who pointed out that the N.E.C. had already considered the proposal and expressed its views.

Sweated Civil Servants

H. ALLEN, N.E.C., supporting the amendment, said that the position was the same today as in 1939, when the proposal was first put forward. The N.E.C. had presented an interim report, but it could not consider seriously getting down to all the implications of so far-reaching a proposal in the middle of the greatest war in history. It presented tremendous problems, in legislation alone, and they could well imagine the attitude of the government and the local authorities (which, through their associations, had the biggest Parliamentary representation of any group in the country). How could it be got through Parliament?

Adoption of the proposal would mean cutting out Whitleyism—and Conference had decided on Whitleyism and told the N.E.C. to get on with it.

What did the Government itself think of the civil service, of which they would become a part? Out of its 400,000 employees, 320,000—80 per cent—were paid less than £5 a week; 290,000—72.5 per cent—less than £4; 200,000—50 per cent—less than £3; and 86,000—21.5 per cent—less than £2. Supporters of this motion wanted to hand over to a government which paid those salaries the decision on what the salaries of local government officers should be.

This warning concluded the discussion and, with a forest of hands, Conference adopted the Woolwich amendment, throwing the ball back to the N.E.C.

RHYS WILLIAMS, **N.E.C.,** on behalf of the **South Wales and Monmouthshire district,** formally and with admirable brevity moved its resolution deploring the apparent opposition of the local authorities' associations to the Government's measures, contained in the Conditions of Employment and National Arbitration Order, for remedying grievances without strikes; expressing the view that the right to refer disputes to arbitration should be substituted for the exercise of arbitrary power by employing authorities; urging that local authorities should no longer enjoy this privilege, denied to employers in general; and asking that the resolution be forwarded to the Ministers of Labour and Health and the four associations of local authorities. It was obvious that Conference would wholeheartedly approve this, and P. H. HARROLD made debate unnecessary by accepting, on behalf of the N.E.C. both the resolution and an amendment by the **Scottish district** asking that a copy be sent also to the Secretary of State for Scotland.

Safeguarding Pre-War Conditions

At this point, on the section of the annual report dealing with the Restoration of Pre-War Trade Practices Act, J. L. ROBSON, **Birkenhead,** called attention to the growing interference with service conditions and hours of work. Already, the civil service had had its working week extended without additional payment, and revolutionary changes were in progress in local government. The N.E.C. should insist, through the National Whitley Council on getting the terms of the Restoration of Pre-War Trade Practices Act applied to the whole of the local government service, and not merely to the employees of public utility undertakings.

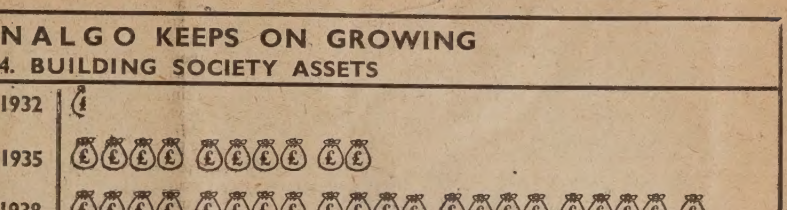
This assurance was readily forthcoming from the platform, H. ALLEN declaring that the Council was determined to get this problem reviewed by the Whitley machinery, and to ensure that pre-war conditions were reserved as a right.

A series of resolutions and amendments dealing with the negotiations now in progress with the object of strengthening Whitley machinery were all lost, after Mr. HARROD had made a full, though confidential, statement on the present position and prospects. Conference was clearly satisfied with the line being taken by the N.E.C. and supported its efforts to secure a full and effective scheme.

A touch of that rather childish gaiety, always shown by delegates whenever women are mentioned, was next introduced by a vigorous protest from **South Wales and Monmouthshire** at the fact that no woman member represented NALGO on the "Rushcliffe" Committee on the Nursing Services. The representatives the Association had on the committee were good men—but what did Messers. ALLEN and BOLTON know about nurses? "More than you think!" came in a loud aside from the platform. South Wales, the protester continued, regretted that NALGO had failed to send a woman to this committee, which was dealing with the problems of women in the nursing services.

"We share your regret," replied A. A. GARRARD, for the N.E.C. "What about it?" There were many women on the committee, representing the nurses' own organisations, and the N.E.C. felt it preferable to send men who had a long and close knowledge of the problems with which the committee was dealing. Mr. ALLEN had been chairman of the Joint Nursing Services Committee, while few would doubt the experience and ability of

NALGO KEEPS ON GROWING
4. BUILDING SOCIETY ASSETS



Each symbol represents £200,000.

Lively Plymouth Onslaught on "L.G.S." Articles

Mr. BOLTON. Moreover, in Mr. C. A. W. ROBERTS, they had the manager of the biggest municipal hospital in the country—and he was sure Conference would wish to associate itself with the N.E.C. in congratulating him on his appointment as chairman of the staff side of the "Rushcliffe" Committee. Conference did, and South Wales withdrew its protest.

It had more success with its next amendment, to paragraph 23 of the annual report, calling on Conference to express the view that local government officers should be considered no less important than other sections of the public service in the matter of deferments. Inevitably, the platform accepted and delegates approved—though what result, if any, they hoped for was not clear.

Combining Sectional Bodies

North Devon branch brought the discussion back to more solid ground with a resolution based on paragraph 24 of the annual report, which deals with the N A L G O Consultative Committee, instructing the N.E.C. to consider and report on the possibility of effecting a combination of all sectional associations and institutions established for or on behalf of local government officers. Moving this, W. WHITFIELD pointed out that, today, we had many different societies, all travelling parallel roads, and aiming at the same objective, but lacking the strength given by unity. The service could not achieve its maximum objects so long as the different sections continued to act independently. E. A. S. YOUNG accepted this statement of the obvious for the N.E.C., and Conference approved.

Cost-of-Living Bonus

Those who had expected more fireworks over the cost-of-living bonus were again let down. **Barking** struck the match with a resolution expressing disappointment at the last Whitley Council award and calling on the N.E.C. to take all possible steps to get it increased to a figure comparable with the increase in the cost of living. H. ALLEN, however, extinguished the spark by asking Conference to support an amendment by the **South Eastern district,** expressing appreciation of the efforts of the Whitley Council to obtain a reasonable bonus and urging the N.E.C. to continue its efforts to achieve full and effective Whiteleyism. The Council, he declared, shared the regret of members that a better bonus had not been secured—but Conference must appreciate the difficulties faced by the negotiators. Unsatisfactory as they might regard it, they were bound to admit that local government officers had secured the best bonus scheme that had yet been applied to men and women engaged in comparable work. Delegates accepted this view and approved the South Eastern amendment, with the result that the Barking motion dropped, together with a **Metropolitan district** amendment calling for an equal bonus for men and women.

"LOCAL GOVERNMENT SERVICE" Too Little Bread-and-Butter ?

The paragraphs of the annual report dealing with LOCAL GOVERNMENT SERVICE gave P. H. COLE, **Plymouth,** an opportunity for a vigorous attack on the official journal. He disliked the articles on civil defence, reconstruction, and other topics not directly concerned with N A L G O's trade union work; indeed, to paraphrase a famous Churchillism, his branch took the view that never in the history of journalism had so much been said by so many and read by so few! Excellent as some of the articles might be, N A L G O's journal should contain more about the Association's bread-and-butter policy; it should be the medium between the Council and the members, informing readers of what was going on in the Association. In the May number, for example, salaries and service conditions occupied only two small columns printed in microscopic type, and were crowded in with a request by a member for help in finding a home and an appeal to readers to join a stamp exchange club. He appealed to the Council to get more "bread-and-butter" into the journal—and to ensure that before special articles were printed their facts were verified. Plymouth members, in particular, had been annoyed by inaccuracies and criticisms in one of the articles on "Blitz" problems, and felt that before it was published the article should have been submitted to the branch. They sympathised, too, with officers at Coventry who had been similarly criticised. Had it not been for the officers, the morale of the blitzed cities would never have been maintained.

After this outburst, Mr. Cole concluded on a pleasanter note, handing a graceful bouquet to the N.E.C. for the excellent work it had done during the war.

J. H. WARREN, chairman of the Public Relations Committee, replying, pointed out that LOCAL GOVERNMENT SERVICE had to cater for a wide variety of interests, between which it was not easy to strike a balance acceptable to all. At one time, there had been a big demand for gardening and bridge notes, and had the editor acceded to that demand half the space would have been devoted to such features. Before the changes made in the journal three years ago, it had been criticised for giving too much space to the Association's domestic affairs, and too little to articles of a wider and broader type. Today, he claimed, it was more widely and appreciatively read than it had ever been. Its public relations value had been greatly expanded, and its articles were widely quoted and were proving of value in gaining a better appreciation of the work and importance of local government. It was manifestly impossible for the editor of any journal to certify the accuracy of every detail in every article he published—but if any member thought that misstatements had been made, he had the right of reply. The policy of the journal was to allow publication of all points of view, and to permit readers to challenge any statement or argument with which they disagreed.

Public Relations Policy

It was now close on time for adjournment, and delegates were growing weary and impatient, with the result that a **West Riding** resolution calling for more vigorous public relations policy "with a view of creating more interest in the Association, both national and local, by the individual member of the general public," was not fully argued.

W. G. DAVID, **Glamorgan,** moving an amendment to substitute "local government" for the words "the Association, both national and local," pointed out that, as phrased, the resolution ran counter to the accepted policy of public relations, which was to extend public interest in the service, not in N A L G O. Delegates, however, were unwilling to go deeply into the point and approved both resolution and amendment, leaving it to the N.E.C. to reconcile them.

HOLIDAY CENTRES FINANCE

Leeds Returns to the Attack

The next paragraph of the annual report, on holiday centres, gave **Leeds** another opportunity to raise its King Charles's head, proudly borne to the microphone by the pertinacious MR. CROW. He voiced concern at the accumulated deficit on the holiday centres and the lack of adequate allowance for depreciation. Between 1935 and 1941, the deficit had grown from £1,200 to £9,400. No depreciation had been charged against Croyde Bay for the past two years, against Cayton Bay for 1941, nor against Cefn y Mynach for six years, while, when depreciation was charged, the amounts were unsatisfactory, varying from nil to 20 per cent in different years. For these reasons, Leeds held that the figures shown for assets and reserve funds failed to show the true position. It therefore called for an immediate professional valuation of the properties and the withdrawal of authority previously given to the N.E.C. for the provision of more holiday centres, camps, or guest houses.

W. H. LEGH-SMITH, the honorary treasurer, replying, assured Mr. Crow that he was equally opposed to accumulating deficits. All the points Leeds had raised were already being considered by the committee which was examining the Association's finances and financial administration generally. While it would be premature to state that committee's recommendations, he could reveal that one of them would be that all deficits should be written off and that any shortages in future years should be made up forthwith. Mr. Crow had not told the full story about depreciation. Already the cost of Croyde Bay had been written down by £6,204, of Cayton Bay by £12,336, and of Cefn y Mynach by £1,008.

It would be possible to make valuations—but it seemed a bad time to incur the expense now, when the two holiday centres were closed. In 1938, the Council had given an assurance to Conference that it was not proposing to acquire any more holiday centres.

HOW YOU SUPPORTED THE ANCILLARIES

Should NALGO be Affiliated to the T.U.C.?

H. NORTON, **Sheffield,** moved an amendment to delete the first part of the Leeds resolution. His branch could not agree with Leeds' implied criticism of the N.E.C., since the Council had had Conference authority for everything it had done; nor did Sheffield see any point in the suggested valuations. Conference upheld this view and adopted the Sheffield amendment, while approving the Leeds plan to make sure that the N.E.C. would not suddenly go berserk and start snapping up holiday centres and guest houses all round the coast.

Land Nationalisation

South Eastern district attempted a final explosion by protesting at the omission from the annual report of any reference to the Council's memorandum to the Expert Committee on Compensation and Betterment in which it supported nationalisation of land. J. YOUNG, voicing the protest, recalled that when the memorandum was published in LOCAL GOVERNMENT SERVICE it had been followed by a long correspondence on the N.E.C.'s "headlong dive into Socialism." When the N.E.C. took action of this kind, it should refer to it in the report, to give branches an opportunity of stating their views.

S. LORD, replying for the N.E.C., pointed out that, as Mr. Young had reminded delegates, the memorandum had already been published and fully discussed; in view of this, and of the paper shortage, the Council was fully justified in declining to reprint it. It had no reason to be ashamed of the memorandum, many of the recommendations in which had been adopted by the Expert Committee and acted on by the Government. Those who prepared the memorandum approached the problem from no political angle, but solely from the point of view of practical common-sense—and many experts, including non-Socialists, shared their view. Conference accepted this statement, rejecting the South Eastern resolution and another potential rocket fizzed quietly into silence. In this pacific atmosphere the first day concluded, delegates warmly applauding a vote of thanks to the President, honorary officers, and members of the council, moved by L. R. MCCOLVIN, **Library Association,** and replied to by Mr. Harrod.

T.U.C. AFFILIATION — THE CASE AGAINST

NALGO Must be non-Political

Having concluded consideration of the annual report and resolutions arising from it on the first day, Conference was able to embark at once on Tuesday morning on the more exciting part of the agenda, beginning with the debate on affiliation to the Trades Union Congress. But once again, those who had looked for a sparkling set-piece must have been dashed.

F. H. HARROD, Chairman of the Council, applied the match with a call for a serious debate and a serious discussion, which delegates should approach on the basis, not of personal or local interests, but of broad principle. It was perhaps inevitable that branches and districts should approach this subject in the light of local conditions and atmosphere; but the N.E.C. had to take the broad national view, looking at the country as a whole and considering the interests of all members in all types of authorities. The Council's motion was in two parts.

That there was no reason to vary the decision against affiliation reached in 1936; and

That, in any event, since so many members were in the Forces and unable to express an opinion, further consideration should be deferred until the end of the war.

The decision of 1936 enunciated two principles—that local government officers, as servants of the public, should be members of an independent organisation, and that that organisation should not be associated with party political activities. That point of view, which had the support of a substantial majority of Conference delegates, did not imply any depreciation of the great work accomplished by the T.U.C., nor any lack of sympathy with its aspirations and objects. It did, however, uphold the fundamental axiom of British local government that salaried public officials, whatever their personal political views, should not, in their corporate capacity, ally themselves with any political party. Local government officers had to carry out faithfully and without prejudice the policy of their local authority whatever party happened to be in power at the moment, and NALGO branches had to negotiate with authorities of varying political allegiance. Local authorities would have greater confidence in their officers and in NALGO if the Association kept itself free of party ties and concerned itself exclusively with salaries, service conditions, and the greater efficiency of local government.

"Link-up with Labour Party"

Affiliation to the T.U.C., Mr. Harrod continued, amid some cries of dissent, would, without question, mean an official corporate link-up between NALGO and the Labour party. That was illustrated by the fact that the T.U.C. actively assisted in the work of more than 400 trades councils through the Trades Councils Joint Consultative Committee; and the trades councils actively assisted in the work of the Labour party in their areas. Moreover, in the standing orders of Congress, at the head of the objects it was pledged to establish, was public ownership of all natural resources and services—a question about which the various political parties were at variance.

As an independent organisation, NALGO was able to negotiate with local authorities of all political colours without any suspicion arising that it was actuated by political motives. If it were to affiliate to the T.U.C. that would no longer be possible. Its motives would at once become suspect, and it would be swamped in negotiation by the more politically active unions representing the manual workers.

Supporters of affiliation had made great play with the fact that certain other unions of officials and black-coat workers had affiliated to the T.U.C. But they had produced no evidence to show that those unions had benefited from affiliation. Moreover, their members did not, as did NALGO members, have to serve impartially employers of widely varying and frequently changing political complexion. The T.U.C. itself recognised NALGO's peculiar position, and had agreed to work jointly with it, without affiliation, in the Local Government Joint Consultative Committee.

This part of the Council's case could be summed up by saying that, as an Association representing persons paid to carry out the policy decided by the representatives of the people, they could not affiliate with any organisation which had a definite political bias.

The second part of the N.E.C. case was simply that it would be unfair to reach a decision which must influence the future of the Association at a time when 30,000 members were unable to give their views. Today, the political and economic structure of the world was in such a state of flux and change, and the future was so uncertain, that it would be folly for the Association to take a decision now that would restrict its freedom in the unknown circumstances of the future "By all means hitch your wagon to a star and strive for that brave new world towards which all people are struggling," Mr. Harrod concluded, "but don't tie yourself up to the T.U.C. until you are certain that it will carry you more quickly to your goal—efficient local government in the interests of *all* the people and equitable salaries and service conditions for *all* local government officers."

—AND THE CASE FOR

"Opposition Based on Prejudice"

E. A. S. YOUNG, N.E.C., seconded formally, leaving the way clear for B. J. EVANS, chairman of the **South Wales and Monmouthshire district committee,** to deliver the counterblast from the advocates of affiliation. He did so in fine style, scorning the microphone and treating Conference to the best oratory of the meeting—indeed, the only example, if one excepts the Minister of Health. Mr. Evans moved the amendment tabled on behalf of his district committee and the **Leicester, Stalybridge, Barking,** and **Glasgow** branches, calling for immediate affiliation. They did not agree, he declared, that what Conference said in 1936 met the situation today. Much had happened since then—and in any case, they considered that the 1936 resolution, with its reference to party political activities, was based on misunderstanding and prejudice.

One of the outstanding lessons the world had learned since 1936 was the evil and terrible danger of firmly held prejudice. In 1936, we heard no talk about our gallant Russian allies, the magnificent Red Army, or *Mr.* Stalin. What Russia was to this country in 1936, the T.U.C. was today to some NALGO members, including the N.E.C., to judge from the case produced in April.

South Wales had been pioneers in the advance of NALGO. It was from South Wales in 1919 that there came the first plea for the association to become a trade union. The N.E.C., of course, opposed, and in its report to the 1919 Conference declared that the step would be "detrimental to the best interests of local government officers."

The Lesson of 1920

Nevertheless, in 1920, NALGO became a trade union—and in 1940 the President told the delegate meeting: "The last war was a turning point in the history of the Association. It made the organisation of local government officers on national lines an absolute necessity."

South Wales members, who were the first to realise that absolute necessity, believed they were as right now as they were then—and that the N.E.C. was as wrong now as it was then.

In 1920, the N.E.C. was afraid that NALGO would lose members. It had the same fear today. It declared that in 1920 some senior officers resigned. Their resignations, however, did not seem to have had much effect, for in that year total membership increased by 8,000. If affiliation to the T.U.C. had the same effect on membership as becoming a trade union had, it would serve as a tonic of immeasurable value.

The statement prepared by the N.E.C. was recklessly partisan and misleading, and it was for that reason that the South Wales district committee had circulated to all branches a pamphlet seeking to clear away some of the prejudice and misunderstanding it was bound to create. The main "red herring" was "party political activities." But affiliation to the T.U.C. did not involve a political fund or political activities. It was equally false to suggest that affiliation might involve members in strike action. The T.U.C. had no power to call out the members of any constituent organisation, nor to order that organisation to call a strike. NALGO members, if affiliated

Delegates' Views Divided on Political Issue

would be as free to strike or not to strike as they were now.

There were two answers to the N.E.C.'s argument that consideration should be deferred because so many members were unable to express an opinion. The first was that most of those in the Forces were still in Britain, and could, therefore, give an opinion if there was a real desire to get it. Secondly, why was the N.E.C. so concerned about members in the Forces on this particular question? If there was one thing on which they were entitled to a voice it was post-war reconstruction—yet the N.E.C. was going ahead with the work of the Reconstruction Committee. It did not ask Conference to defer that until the boys came home. It was right—for the men and women away would be the first to charge NALGO with neglect of its duty if nothing was done. And they would be the first to criticise its failure of leadership if, after the war, the Association had no voice where its voice should be heard, because it was outside the T.U.C. It was their duty to do what they believed to be the right thing now, and not to shrink from decisions behind feeble excuses. Absent colleagues did not want to come back to the same problems, the same disputes, the same failures; they expected the Association, not to mark time, but to march forward; therefore, Conference should deal with the issue now, on its merits.

Dangers of Isolation

Let them frankly recognise that NALGO was part of the trade union movement. Organisation among black-coats, including local government officers, had been made possible only by the sacrifices of manual workers who had blazed the trail. And today they benefited from the contemporary efforts of trade unionists in general. In so far as the Whitley Councils had been successful, their success was due in part to the still more successful Whitley Councils first established by the manual workers. Some NALGO members felt that the isolation of the Association from the T.U.C. was not much better than the isolation of those local government officers who stood aside from NALGO.

We were promised a brave new world—but it would be ours only if we were determined to get it, and we should not get it under a banner inscribed "Isolation and Appeasement." Nor should we reach it at the limping pace of the last twenty years. Today, NALGO stood at another turning point, and members owed it to themselves, to their comrades in the Forces, and to their colleagues, manual and non-manual, in trade unionism, to join the T.U.C. If they did that they would bequeath to posterity a service to NALGO which none would have cause to look back on with anything but joy.

The enthusiastic reception given to this appeal, so bravely delivered, showed that even hard-boiled local government officers can fall to the magic of Welsh oratory, whether or not they agree to the argument behind it.

"Would Regalvanise NALGO"

E. THOMPSON, **Leicester,** who seconded the amendment, struck a quieter though not less challenging note. He had no doubt of the way the men in the Forces would vote if they were able to—the fact that, a year ago, his own branch of 1,000 had favoured affiliation by a 10-1 majority gave a pointer to their views. The N.E.C. feared that, were it to affiliate, NALGO would lose members, prestige, and the ear of the Ministers, and would be submerged in the masses of Congress. Had it no faith, no vision, in NALGO's strength? Members were calling for a stronger NALGO. Affiliation would at once make it stronger—in the eyes of local councils, of the Government, and of the associations of local authorities. It would give it a voice in national affairs, and would cause the Government to consult it in all matters affecting officers.

The 30,000 members in the Forces were not isolated from their colleagues. They were fighting side by side with millions of others—and when the war was over they would want to continue the fight at their side, sharing with them the problems of the peace. Had NALGO not something to give to the T.U.C. as well as something to get from it?

In his address, the President had asked for a regalvanising of NALGO. Affiliation would regalvanise it as nothing else would, and enable members to fulfill the highest law, "Bear ye one another's burdens."

"Association Largely Unknown"

W. MCGILL, **Glasgow,** complained that, as a result of its isolation, NALGO was still largely unknown. He hoped the N.E.C. was not going to tell members that they had no right to any kind of politics. The N.E.C. policy was one of "Heads I win, tails you lose." While it argued that Conference must not consider affiliation because it could not consult members in the Forces, it was prepared to ask for an increase in subscriptions without seeking their views. If Tories like the Prime Minister were prepared to work side by side with Socialists like Mr. Bevin and Mr. Morrison, NALGO should be ready to work with the T.U.C. Its members were all members of the working class, and if they did not get in with the rest of the working class they would be brushed aside. Affiliation would be of resounding benefit to the Association as a whole.

Must Remain Independent

A. A. GARRARD, N.E.C., held that the T.U.C. was as political today as it was in 1936, and the arguments used then against affiliation therefore still applied. The N.E.C. had to consider, not particular branches or areas, but the whole country. The objection to political associations had nothing to do with the Labour party; it would be equally strong against affiliation with any body associated with the Conservative party; NALGO should be independent of all parties. What would the Association gain from affiliation? It was easy to say that they would reach heaven, and to argue that they had made no progress—but both statements were false. NALGO had made enormous progress in salaries, service conditions, and prestige through its participation in Whitleyism—and it should not abandon that in favour of some nebulous heaven. Members serving Labour councils got no better treatment than did those serving Conservative councils, and they should not be led away by eloquence and epigrams to imagine that affiliation would help them. NALGO's existence as a non-political body was acceptable to the T.U.C. and to the other political parties, and many T.U.C. leaders recognised that it was doing the right thing in standing apart.

E. G. ARISS, **Manchester,** accused the N.E.C. of basing its case on pride and prejudice—pride that NALGO members did not belong to the working class, and prejudice, with which its case against affiliation was packed. Contending that affiliation did not imply political attachment to the Labour party, he read a letter from Sir Walter Citrine, in which he stated that of more than 5,000,000 trade unionists affiliated to Congress, fewer than half were affiliated to the Labour party. It was time they had done with humbug and the illusory idea that NALGO was a professional organisation.

E. L. RILEY, N.E.C., resented the view that seemed to be developing that the Council was in some way separate from the Association, and deserving of abuse. It was of the Association, from which it came—but it was bound to give the country a lead in this important question. The debate was strewn with red herrings. What had the pronouncements of the Council in 1919 got to do with the Council today? Not one of the present members had been in office then, and they were not responsible for what was done or said 23 years ago.

On returning from the last war, Mr. Riley added, he joined two trade unions—but because neither was progressive enough for him, he joined NALGO, and he had never regretted it. It delivered the goods—as was proved by the fact that, in his own district, out of a total of 25,000 local government officers, 22,000 were members.

He had no sympathy with those who wanted to go into the T.U.C. because they thought they could get something out of it. NALGO was already rendering great service to the trade union movement through the Local Government Advisory Committee.

"Rebuffs and Humiliations"

H. AUGHTON, **Stalybridge,** said that his branch supported affiliation because it believed that members were intensely dissatisfied with their present position and prospects. The rank and file knew what they would get out of affiliation; they could see for themselves how different was the reception given by the local authorities to other affiliated unions and to NALGO. They realised that strength lay in unity.

The section of the annual report dealing with salaries and service conditions was a record of rebuffs and humiliations—it should have been sub-titled "Failure of a Mission." Where was NALGO's detachment respected? He knew of places where it wasn't, but of none where it was. Other unions felt that NALGO thought itself to be in some way superior to them—yet NALGO members themselves saw workmen making greater progress, because they had the power of the T.U.C. behind them. When his own branch voted on affiliation, the vote was 17—1 in favour.

"Policy of Stagnation"

Were they satisfied with this policy of stagnation? Did they want to bury their organisation for the duration of the war? It was misleading to put the question as a choice between Whitleyism and affiliation—they wanted both. It was NALGO's duty to its members in the Forces to go on advancing, to build up its organisation, not to keep it in cold storage, and to present them on their return with a greater, stronger, and more widely respected organisation of which they could be proud.

At this stage, both Conference and the Chairman—who, with less than two hours to go and 64 items still on the agenda, was keeping anxious eyes on the clock—had had enough, and it was agreed that the question be put, and that future speakers should be restricted to a time-limit of three minutes. The amendment calling for immediate affiliation, was clearly lost on a show of hands. The losers, hoping no doubt that the big battalions would rally to their aid, called for a card vote, but on this, too, they were defeated, getting 26,445 votes to 55,921.

H. W. PENDRILL, **Woolwich,** then moved his branch's amendment suggesting that further consideration of affiliation be deferred "for the time being" rather than "until the end

of the war " as the N.E.C. proposed. The rank and file, he urged, had not yet been able to make up their minds and " the end of the war " was too indefinite a period—it might be a few months, it might be several years. Woolwich wanted to leave an opportunity for reconsideration next year if necessary. But Conference took a less pessimistic view of the war's duration and rejected the proposal.

E. A. S. YOUNG, N.E.C., sought to shorten discussion by accepting, on behalf of the Council, the next amendment, from **West Riding,** to substitute " a period not exceeding two years after the cessation of hostilities " for " until the end of the war." but Conference, seemingly suspecting a trap, refused to agree. A. L. STOCKDALE, **West Riding,** explained that, while his branch agreed with the N.E.C., it thought that " the end of the war " was too nebulous a date. Acceptance of the amendment would give members an opportunity of considering the question in the light of post-war conditions.

" Confounded Impertinence "

G. W. PHILLIPS, **Walthamstow,** opposed in a vigorous outburst. It was " confounded impertinence," he declared, to try to bind the association for an indefinite period, and would be an intolerable imposition on the loyalty of the men in the Forces. Delegates accepted this view and rejected the West Riding amendment.

Then J. YOUNG, **South Eastern district,** tried to persuade delegates that the N.E.C. should review the matter from time to time, with the proviso that any change of policy recommended must be confirmed by a majority of members voting by direct referendum or through the branches. Affiliation, he argued, was a question that must be kept under constant review; it was the negation of leadership to attempt to tie the hands of the Association until after the war. N. W. BINGHAM, **Kent,** seconding, condemned the N.E.C. for a feeble resolution and a feebler memorandum.

E. A. S. YOUNG, N.E.C., declared that the Council stood by its resolution. Did delegates really want this matter to come up year after year, despite the fact that Conference, which was supposed to determine policy, had twice rejected affiliation? It was contrary to all democratic procedure for a minority to refuse to accept the verdict of the majority and to try to circumvent it by bringing the same subject forward again and again or by asking for a referendum.

" Referendum Only Way "

Conference rejected this amendment too, and it looked as though all was to be plain sailing for the anti-affiliationists. Only one more amendment stood in the way of acceptance of the Council's resolution—that from **Southall,** calling on the N.E.C. to make early arrangements for a ballot of members to determine the question of affiliation. In view of the short shrift given to previous amendments, this seemed to be doomed from the start, and C. A. JOHNSON, who moved it, did so briefly and with no apparent hope. After the war, he argued, we should be faced with an intense struggle between opposing interests and should make sure that N A L G O played an effective part and that its views were considered. The holding of a referendum was the only way to obtain the views of serving members. No delegate supported, none opposed, and it was therefore in an atmosphere of incredulous excitement that a show of hands showed the resolution to be carried. At once the platform, supported by a substantial body of members in the hall, demanded a card vote. This produced 48,719 votes for a ballot and 32,705 against and the Southall amendment thereupon became the substantive motion and was adopted amid a babel of cheers and counter-cheers.

FORCES' SUBSCRIPTIONS

Present Scheme Unchanged

It was with many glances at the clock and the nine pages of agenda still to be dealt with that Conference slumped back to the long string of motions and amendments on the subscriptions payable by members on war service.

E. HAWKESWORTH, **Leeds,** opened with the motion in the name of his branch and **Edinburgh,** demanding that serving members should be excused all subscriptions while in the Forces, while retaining full membership of the Association and its ancillaries. His main reason, he frankly admitted, was the difficulty of collecting the money, not the inability of members to pay. At present, some paid up and some did not and it was difficult for big branches to maintain contact with them all. A subsidiary difficulty was the fact that some officers had temporarily left the Service to take up work in war industry or the N.F.S. They were being advised to join the appropriate trade unions; N A L G O could do nothing for them, and if it insisted that they should continue to pay subscriptions they would resign and not join again when they returned to local government service.

System Unfair ?

P. MCINTOSH, **Edinburgh,** seconding, pointed out the unfairness, resulting from the lack of any satisfactory collecting machinery, of allowsome members to " get away with it " and pay no subscriptions while others, who were within reach of branch collectors, or had a higher sense of loyalty, paid up. Was a prisoner of war likely to remain an enthusiastic member when he learned that Conference was quibbling about his subscription? Every member in the Forces was part of the future N A L G O, and the Association should remit his subscription, either as a right to which he was entitled, or as a generous gesture.

A. VERNON, **Stretford,** took the opposite view, holding that the present subscriptions payable by men on war service—which are based solely on the amount, if any, they receive from their local authorities in supplementation of war service pay—were too low. His branch felt that the subscription should be assessed on each man's allowance from the local authority *plus* the amount of his war service pay, or on the salary to which he would have been entitled had he remained in civil employment, whichever was the less.

N A L G O fully appreciated the sacrifice of members in the Forces, Mr. Vernon suggested, and it was watching their interests closely—it was certainly not true to allege that they got nothing from it. But the present subscription scheme was inequitable, since it bore no relation to ability to pay. Whereas a private in the Army receiving a small allowance from his authority had to pay a subscription, an officer getting nothing from his authority paid no subscription, although his income was much higher—and the same position arose among men and women transferred to industry. It was surely not unreasonable to ask those suffering no financial loss to pay normal subscriptions, in view of the way in which N A L G O was looking after their interests and safeguarding the position to which they would return.

H. S. BAILEY, **Manchester,** opposed any change from the present system, declaring that, in his experience, members in the Forces wanted to continue paying subscriptions, and that it would be an injustice to them to rob them of their independence. There was no real difficulty in collecting the subscriptions from their representatives at home, with whom the branch could—and should—keep in close touch.

Conference clearly shared this view, rejecting without further discussion both the Leeds and Edinburgh motion, the Stretford amendment, and the long string of subsidiary amendments suggesting nominal service subscriptions ranging from 5s. to 1s. a year.

TOWARDS NATIONAL SCALES

Three-Party Agreements Urged

There followed two more attempts to accelerate the " inevitable gradualness " of Whitley machinery in attaining national and compulsory salary scales and service conditions, A. N. STOCKDALE, **West Riding,** advanced the first—his branch's call to the N.E.C. to take steps towards the making of three-party agreements on a national basis between government departments, the associations of local authorities, and N A L G O, such agreements to be binding on all parties and enforceable by departmental regulations. The West Riding, Mr. Stockdale explained, while appreciating the efforts being made to improve the Whitley machinery, felt that, since Whitley Council recommendations were not binding on authorities, it would be a long and uphill fight to secure general adoption of approved scales and conditions. Local government officers had willingly accepted greatly increased and more difficult tasks—the burden of which had been made still heavier by the withdrawal of men for the Forces. Officers had a right to demand adequate payment for the vital work they were doing, and a three-party agreement, binding on the Government, the local authorities, and N A L G O, was the simplest way of ensuring that.

S. R. GRAYDON, **Doncaster,** while supporting the principle, wanted a four-party agreement bringing in the National Whitley Council. It would be most unwise, he urged, to discard Whiteyism now. A four-party agreement, on the other hand, to which the National Whitley Council was one of the parties, would both strengthen the Whitley machinery and enable the fullest use to be made of it. There was ample precedent in the Burnham Committee, and the introduction of such a scheme into local government would initiate a new era in the relations between local authorities and their staffs.

" A Questionable Asset "

E. A. S. YOUNG, N.E.C., opposed both motion and amendment, on the ground that their adoption would hamper the efforts now being made, in conjunction with the Minister of Health and the associations of local authorities, to strengthen Whitley machinery. Moreover, Whitehall departments would be a questionable asset in the determination of local government salaries and conditions. The recent Whitley Council bonus award had been sadly prejudiced by circulars issued by Government departments; up to a point, indeed, the bonus position had been sabotaged. The N.E.C. attitude was that if they went forward with the policy of Whiteyism they would achieve more with less risk of interference.

N. M. MORGAN, **Abertillery,** supported the motion, arguing that it provided a practicable means of attaining the Association's objective of compulsory national scales and conditions. In the last war, the teachers and the police secured their charters; here was a chance for the local government officer to get his charter in this war.

W. O. DODD, N.E.C., agreed that it was disgraceful that local authorities had not fully implemented the Whitley Council decisions. The N.E.C. favoured compulsion—its policy was to set up joint negotiating machinery and,

Woman Delegate's Stirring Call for Equal Pay

when that had been achieved, to compel all authorities to observe its recommendations—and it had gone a long way along the road towards that object. They thought they had achieved it under the Conditions of Employment and National Arbitration Order, but that had proved a grievous disappointment. Now they were trying again. But adoption of this motion would mean jettisoning everything that had been achieved. Whitleyism would collapse and the present negotiations with the associations of local authorities would fail, because the associations would say that NALGO did not know its own mind. Conference supported this view, rejecting both motions and amendment.

Compulsory Scales

A similar fate befell the next attempt to reach the same object. This, made by **Haslingden** and **Chelmsford,** sought to instruct the N.E.C. to press for the compulsory adoption by all local authorities of one uniform scale of salaries, and conditions of service. G. R. BULL and F. PILKINGTON, both of Haslingden, who moved and seconded, wasted no words upon it, holding that it had been fully argued many times and that practically everything said on salaries at Conference had been in support of it. But even an amendment by the **Eastern district,** designed to implement the policy through the machinery of the National Whitley Council, failed to save it. Conference agreed with A. G. BOLTON, N.E.C., when he pointed out that compulsion through the Whitley Council was a negation of Whitleyism as it had hitherto been understood.

On behalf of the N.E.C., P. H. HARROLD readily accepted the next resolution from the **North Western and North Wales district** and the **Leeds** branch, calling for urgent representations to the Minister of Health to introduce legislation to provide superannuated officers with higher pensions to meet the rise in the cost of living. Already, said Mr. Harrold, representations on this matter had been made, through the T.U.C. Advisory Committee, but so far without success. **Scotland's** claim that the representations be also made to its own Secretary of State was admitted, but a suggestion from **Uxbridge** to exclude from any increase superannuated officers who had returned to remunerative employment was rejected, Mr. Harrold pointing out that the salaries of such officers would be automatically adjusted.

Security of Tenure

Then L. C. ST. L. YEEND, **South West Gloucestershire,** introduced his branch's motion calling for representations to the Ministry of Health to obtain equal security of tenure for all local government officers and equal terms of appointment and dismissal throughout the service. It was anomalous, he argued, that a small section, such as medical officers of health, sanitary inspectors, and public assistance officers, should enjoy privileges which were denied to the majority of their colleagues. There was no real difference between those who were protected against arbitrary dismissal and those who were not, since today the Government was paying a big proportion of the salaries of most officers. NALGO should not wait for legislation, but should make direct representations to the departments concerned.

N. A. N. BATHAM, **Torquay,** suggested, as an alternative, that the N.E.C. should seek legislation to provide that an officer could be dismissed only after a good and sufficient reason had been stated. His branch felt, he explained, that the S. W. Gloucestershire proposal would not work: they could not expect that a Government department must be consulted before a junior clerk or typist was dismissed, nor would it be wise to lead juniors to believe that a job in local government was a sinecure. C. W. STEEDMAN, **Torquay,** held that the amendment would remove the possibility of officers being dismissed on grounds of personal bitterness. The S. W. Gloucestershire motion had the same drawbacks as that advanced earlier by Malden and Coombe, in that it would tie all officers to Government departments.

IT MIGHT HAPPEN HERE!

"The Nazis are bent especially on the extermination of the educated classes . . . Almost all the teachers of the Czech commercial school at Tabor and most of the municipal officials of Tyn were wiped out."

"Sunday Times" report of executions in Czechoslovakia after the assassination of Heydrich.

P. H. HARROLD, N.E.C., was ready to accept the first part of the S. W. Gloucestershire resolution, calling for representations to the Ministry, but suggested that it would be wise to consult the sectional and professional societies before dealing with the second part, demanding equal terms of dismissal and appointment. The Torquay amendment was impracticable, since it would place the contract of service between a local government officer and his employing authority on a different basis from any other employment. He suggested that the resolution be referred to the Council for consideration, and Conference agreed.

"LET BATTLE COMMENCE!" Clarion Call to Women Members

By this time delegates were visibly flagging, but the appearance at the microphone of a trim, determined, feminine figure with a Scottish accent and a vigorous delivery roused them to the appreciative cheer which always greets the rare appearance of a woman at Conference. There is a moral here for branches: if they want to secure approval of an unpopular motion, put an attractive girl up to speak for it—the result would be certain and unanimous!

This time, however, the motion was clearly not unpopular. MISS J. HOWIE, **Glasgow,** called for reaffirmation "in the present circumstances when it is necessary in the national interests that women should play an increasingly important part in local government" of the principle of equal pay for equal work, and asked the N.E.C. to take practical steps to implement it. She recognised the danger of such pious resolutions. A similar one had been adopted some years ago—but what had been done about it? This time the women were not going to allow themselves to be talked out of action by hearty shouts of "Hear, Hear!" and "Bravo!"—a declaration which provoked more hearty shouts to the same effect. This time, continued Miss Howie emphatically, the cry must be "Let Battle Commence!" ("Bravo!") Out of the nation's dire need had come an unparalleled opportunity for women to work alongside men (Hear, Hear!) and to achieve a high degree of efficiency. Was there nobody with the courage and conviction to speak for the women in local government or must they remain the Cinderellas of the service always? Equal pay for equal work—and (here gracefully accepting all three amendments submitted by **South Wales and Monmouthshire, Glamorgan** and **Stretford**) equality of opportunity and responsibility—was an essential part of the new order to which all were striving. The struggle would be hard and long, but they could face it undismayed if all women members of NALGO were to organise and provide the drive. They must have women's committees in every branch and district—Glasgow had made a good start—women representatives on the Whitley Councils, women organisers, and propaganda and publicity for the women's movement. "Dare you neglect such a clarion call?" Miss Howie challenged. "I call on you to support this motion—and mean it." The chorus of cheers, "Bravos!" and "Hear, Hears!" which greeted this appeal showed that Conference dared not—and did.

Unequal Opportunity, too

South Wales and Monmouthshire showed similar strategy in advancing its amendment to add "equality of oppertunity in the service" to the principle upheld, for while B. J. EVANS, a mere man, formally moved it, he wisely left the argument to his seconder, Miss G. S. MITCHELL, of **Sheffield.** It was essential, said Miss Mitchell, rather unnecessarily it seemed, that women should be prepared to speak for themselves. Equal pay for equal work sounded attractive—but women must have the opportunity to perform the equal work. They were doing men's jobs now and they wanted to maintain the right to do them after the war. Local government should be made a career for women, not a routine interim job for those expecting to get married, nor a constant frustration for those who did not marry.

MISS I. STANSFIELD, N.E.C., declared the Council's adherence to the decision of 1936—evidently a decisive year in the determination of NALGO policy—"that this Conference agrees with the principle of equality of opportunity for men and women with equal pay for equal work"—and its anxiety to support both the Glasgow motion and the amendments calling for equality of opportunity and responsibility. Why, with the Association virtually unanimous in support of the policy, had the position improved so little? Partly, she felt, it was due to the need for a great change of heart by men everywhere—and not merely in the local government service—but partly, also, the fault lay with the women themselves. Lacking confidence in themselves, they failed to inspire it in others. Before they could do so, they must come forward in greater numbers in branches and districts and make their voices heard. She hoped soon to see women on the staff sides of the Whitley Councils.

A Lone Objector

Conference was ready to take agreement on the resolution and amendments as a foregone conclusion and with a unanimous shout of "Agreed" to pass on to the next item. But it, and the Chairman had reckoned without MR. G. H. WELLS, of **Worthing** With a valiant shout of "I oppose!" he advanced to the microphone and, ignoring both the outraged ejaculations of the women and the incredulous—and admiring—mutterings of less heroic men, proceeded to declare his opposition to the whole principle of equal pay and opportunity. There were, he declared, unembarrassed by the laughter, fundamental differences between men and women. There was one function a woman could perform and a man could not—and a woman could not do two things at once. It would be bad for the country for women to attempt to take the place of men.

No attempt was made to reply to this argument, but the vote Mr. Wells demanded showed him in a minority of one—surely the greatest moral hero in NALGO history!

It was now 12.30 p.m. and Conference should have come to an end. But there were still 30 items on the agenda, and an attempt by the Chairman to shorten discussion by discovering

Branches Urged to Recruit all "Temporaries"

which might be disposed of without debate met with little success. Though delegates agreed to some time-saving modifications of the rules of debate, and many movers of motions tore up their carefully prepared arguments, they insisted on carrying on.

Improving Forces' Pay

A. LANE, **Glasgow**, put forward his branch's demand for an appeal to the Government to improve the pay and allowances of men in the Forces. For three years, he pointed out, N A L G O had been trying to persuade all local authorities to supplement service pay, but that was only half the problem. The present basic allowances for service men were scandalous—little better than the payment made to unemployed during the slump. If it was held that N A L G O must not make representations of the kind suggested because they were "political," then the Association had better close down altogether.

A. J. MCINTOSH, **Aberdeen**, moved an amendment suggesting that, while the need was appreciated, this was a matter for action through some other channel than N A L G O. The Association, he urged, should not go beyond its function, which was to persuade all authorities to make up pay.

F. H. HARROD, N.E.C., sympathised with the spirit of the motion, but saw no object in N A L G O ploughing a lonely furrow. He asked Conference to accept the Aberdeen amendment on the understanding that the N.E.C. would work in close co-operation with the T.U.C. in an attempt to secure Glasgow's object. Conference agreed.

Joint and Staff Committees

Glasgow—which had apparently lost none of its enthusiasm with the departure of Mr. BRODIE, its sonorous stalwart of previous years, to the exalted sphere of the platform—bobbed up again, with a resolution approving the principle of local joint committees and joint staff committees, combined with an instruction to branches to get them going immediately. MISS J. FERGUSSON, who moved it—clearly women are neither silent nor apathetic north of the Border—explained that by joint staff committees she meant committees composed of departmental chiefs and members of the rank and file, on the lines of the production committees being set up in war factories. Such committees, working departmentally, allied with local joint committees working with the local authority, would ensure greater efficiency. Adoption of this policy, if associated with discussion of the longer working week, would demonstrate that N A L G O was not behind any other group of workers in desiring to give its utmost to the war effort to secure an early victory.

For the N.E.C., H. ALLEN deprecated this approach, contending that, while production committees might be good in industry, they would not work in local government, where they would tend to split the staff. N A L G O's policy was to discuss all problems direct with the employers through local joint committees, and he therefore asked Conference to accept an amendment by **South Wales and Monmouthshire district** and the **Glamorgan** and **Berkshire** branches, deleting the reference to joint staff committees. Conference accepted this view, and also approved an **Uxbridge** amendment deleting the instruction to branches to initiate local joint committees immediately.

Though there were still a number of interesting items left, only two aroused any debate. The first was the N.E.C. motion urging branches to recruit all temporary officers into membership. Moving this briefly, H. ALLEN stressed the need to bring into the Association all members now working side by side with permanent officers.

Attempts by the **Southern district** and the **Stretford** branch to weaken this, the first by incorporating a warning to temporaries that their membership would be subject to the overriding interests of members in the Forces, and the second by leaving branches discretion to admit or refuse temporaries, were both defeated, although Mr. Allen accepted the principle of the Southern district proposal.

Clothes Coupons Found

If the delegate who lost his (or her) clothing coupons at Conference (possibly in an attempt to put his shirt on the affiliation vote) will apply to the general secretary at Croyde Bay, they will be returned to him.

Conference approved, however, a **Metropolitan district** amendment designed to strengthen the N.E.C. and reduce branch autonomy by introducing a new rule which would give a temporary officer whose application had been refused by a branch the right of appeal to the district committee and ultimately to the N.E.C., whose decision should be final.

"Conflicting Interests"

A. F. HUTT, **Manchester**, vigorously opposed the amended resolution on the ground that admission of temporaries would inevitably damage the prospects of the men who were in the Forces. After the last war, he recalled, he came back to cold comfort and he did not want that to happen to those who were deputising for him this time. It was impossible to reconcile the conflicting interests of "real" members and temporaries. He was not prepared to take the subscriptions of temporaries and hamstring their activities. That was dishonest; the only honest and fair policy to both the man in the Forces and the temporary was to leave the temporary alone.

H. S. BAILEY, **Manchester**, supporting, pointed out that if the Association admitted temporaries it must offer them all the benefits of the ancillaries—with consequent difficulty after the war, when many would leave the service.

Mr. Allen, replying, declared that the N.E.C. motion merely regulated what was already taking place. If N A L G O refused to admit temporaries, other unions would get them and they would undermine present salary scales. Then the men in the Forces would return to find that somebody else had run away with their birthright. Conference supported this view and approved the N.E.C. motion as amended. As a corollary, it also approved a **Hertfordshire** resolution urging the N.E.C. to allow temporaries to share the benefits of all the ancillaries.

Youth Sections Rejected

The last debate of the day took place on yet another **Glasgow** motion, calling on the N.E.C. to initiate N A L G O youth sections in all branches, with the aim of creating a N A L G O National Youth Council. For once, however, the strategy of putting up a woman to argue the case failed; by this time, perhaps, delegates were becoming hardened—or was it just hunger? MISS J. FERGUSSON put her points well, urging that unless the Association captured the active interest of youth, its growth would cease. The lively youth section formed in Glasgow had done much to recruit new members and to stimulate the branch.

E. M. HUTCHINSON, **Surrey**, supported, basing his advocacy on the experience of his own branch, which had found the creation of a youth section a most fruitful means of utilising the experience, enthusiasm, and energy of its younger members, who would have to carry on the Association in the future. Conference, however, rejected these arguments, agreeing with E. A. S. YOUNG, N.E.C., who, while expressing appreciation of the need to capture the interest of youth, opposed the motion as likely to create a separatist movement within the Association.

The rest of the agenda was dealt with summarily and the results can be set down as briefly here. Two items were agreed:

A **Kent** motion instructing the N.E.C. to consider and report on the possibility of closer co-operation with the Civil Service staff associations, and the teachers' associations on salaries, service conditions and general policy;

An N.E.C. motion authorising the Council to decide the date, time, and place of the next annual Conference, with an amendment by **South Wales and Monmouthshire district**, and the **Manchester**, **Glasgow**, and **Glamorgan** branches substituting "1943" for "next" and thus ensuring a Conference next year.

All the rest were rejected. They included:

A **Leeds** proposal to abandon the Abingdon Street rebuilding scheme on the ground of cost, and to house the ancillaries in cheaper premises in outer London or in the provinces (J. L. HOLLAND, N.E.C., explaining that it would be possible to let part of the projected new building at remunerative rentals);

A **Leicester** demand for power to expel members of the N.E.C. who failed, without good reason, to attend four consecutive council meetings; and

A request by the **South Wales and Monmouthshire district** that the normal working of the N.E.C. and its committees be resumed. (A. A. GARRARD, N.E.C., assuring delegates that the Council was as anxious as they were to get back to normal and would do so as soon as circumstances allowed.)

So ended—apart from Glasgow's resolution of unity with the local government officers of the United Nations, printed elsewhere—the Conference of 1942. It had been a strenuous and crowded one and, at 1.28 p.m., delegates were too hungry and thirsty to linger in discussion of it, and of what it had achieved. With the briefest of thanks, from the Chairman to the delegates for their patience, and from the delegates to the Chairman for the skill, humanity, and lightness of touch with which he had guided a far from easy discussion, the debate ended.

The Affiliation Issue

An interesting comment on the question of N A L G O affiliation to the T.U.C. appears in the "Justice of the Peace and Local Government Review" for June 13. After pointing out that many senior officers—whose presence in the Association today enables full consideration to be given to all points of view—believe that they should take no part in party politics, the article states:

"N A L G O has achieved a great position in the local government sphere. It can command the attention of Government departments and local authorities. If it becomes affiliated to the Trades Union Congress it will no doubt still command the attention of Government departments and local authorities, which will have to deal with the Association as with any other trade union. It seems probable, however, that many senior officers will cease to belong to the Association. This may perhaps be the wish of some of those who are pressing for affiliation and feel that they can get on very well without having senior officers amongst their membership . . .

"The issue, as we see it, is between alliance with a semi-political party on behalf of the mass of the members, leaving out the majority of senior officers, and the continuance of the present arrangement whereby the Association commands general respect by representing all grades of officers."

MINISTER'S TRIBUTE TO OFFICERS

"Extraordinary and Devoted Service in Peace and War"

HIGH tribute to local government officers everywhere, and especially in the blitzed towns, was paid by the Minister of Health, MR. ERNEST BROWN, when he visited Conference on the afternoon of Monday, May 25, and addressed delegates. Mr. Brown, who was accompanied by Mr. R. B. Cross, Principal Assistant Secretary at the Ministry, was warmly welcomed by the Chairman.

He had come to the Conference, the Minister declared, to say "Thank you," on behalf of the Government and the people of Britain, for the extraordinary and devoted service rendered by local government officers in peace and, still more, in war. From Whitehall and in his visits throughout the country he had watched with admiration the way in which they had carried on under the strain of war conditions. That strain had been intensified by the drain on man-power which the local government service, in common with other organisations, had to meet, and by the infinite variety of new functions which had fallen on the local authorities.

"No Let-up in Strain"

There could be no let-up in that strain until the war had been won; indeed, it would become greater as the demand for more men and women for the Forces intensified. He knew how difficult it was to hold a fair balance between the demands of the Forces and the needs of civil life, and how impossible it would be—as some experts wanted—to carve up the personnel, especially in the health services, where one man or woman would be performing at the same time both a peace-time and a war-time function. Those who had spent their lives in the local government service had acquired real knowledge of local circumstances and conditions which no outsider could acquire, and were, therefore, essential.

But he must warn the service that the Government would need every possible man and woman in the right place at the right time, so that when the attack came we should be sure of victory. That would involve still bigger burdens for all—and it meant, too, that each of us must learn to appreciate the burden carried by the other fellow.

Nation's Health "Magical"

What a wonderful thing it was that, when war came, we had behind us, and supporting us, 25 years of the finest social progress this country had ever known. So well had the plans been laid, so sound had been the organisation, that, apart from one or two setbacks, such as tuberculosis, the health of the nation today was almost magical. Nobody had dared to hope that after three years of strain, and a year of incessant bombing, public health would stand up so well as it had done. It was amazing that, after all the damage to water and sewage services, not a single case of water-borne typhoid had been reported; that in 1941 there had been only 16 deaths from typhoid in the whole country—not one of them water-borne—compared with 31 deaths in 1939. That meant that local government officers had been vigilant and that government circulars had either been successfully interpreted—or locally applied.

Evacuation provided another example of the magnificent response of local government to war needs. Today, in the reception areas, we had 730 social centres and women's clubs, 443 occupational centres, and 486 communal feeding centres. Of a total of 1,268 day nurseries projected, 700 were now in use, together with 370 residential nurseries. In the 117 war-time maternity homes, 5,000 babies had been born. There were 574 hostels for children, including 210 for "problem" or "difficult" children, and 1,110 hostels (28 in London) for grass-widowers and elder children whose mothers were evacuated. Throughout the country there were now

Mr. Ernest Brown

19,000 rest centres, with accommodation for 2,750,000 homeless.

"Not one of these things," Mr. Brown declared, "could have been accomplished without the devoted labour of local authorities and their officers, and for that I say, putting every ounce of energy I can into the two words, 'Thank you!'"

Yet, in spite of all this hard work and strain, when NALGO started a scheme to provide rest in the country for officers in the blitzed areas who were suffering from bomb-shock, it was very slowly taken up; the men and women who had borne the brunt of the blitz refused to leave their jobs.

The Association was proud, as he was proud, that the first man in the world to win the George Cross was a member of NALGO—T. M. Alderson, leader of a Bridlington rescue squad. It was proud of the awards won by other NALGO members—two George Crosses, 14 George Medals, and 57 other awards by civilians, and two George Crosses, four George Medals, and 62 other awards by members in the Forces. That was a fine record indeed. And 350 serving members and 53 civilians had given their lives.

When the greater strains came, he and his Ministry would do all they could to see that justice was done. Let them return to their work and be glad that they could meet freely and talk freely in a land which was the cradle of liberty and intended to remain its bulwark.

After the cheers had died down, the Chairman thanked the Minister for his inspiring address and for telling Conference the unpleasant truth without trying to wrap it up. The Minister wanted speedy action from local government officers—and he would get it. But local government officers also wanted speedy action from the Ministry in dealing with the wider problems with which NALGO was concerned, and he hoped that that, too, would be forthcoming.

BRANCH RECONSTRUCTORS BUSY

AT the time of writing, fourteen branches, in addition to a number of individual members, and several sectional and professional societies, have sent in their contributions to the NALGO Reconstruction Committee. Though the number may appear small—and we know it is a good way short of the total, considering the questionnaires—it is more than made up for by the keen and profound thought devoted to the problems raised. Some branches, indeed, have tackled the business so thoroughly, and have been so:

"Awake to every the minutest spot which mars (their) object"

as Elizabeth Barrett Browning might have expressed it, that the task of tabulating their findings is no light one.

In general, it may be said that branches have not been afraid of radical reforms. Many far-reaching proposals have been advanced to deal with problems of local authority units, rating, and the civic education of electorate and elected.

We hope to publish some of the contributions, or at least a summary of them, in future numbers of this journal. In the meantime, may we urge those branches and districts which have not yet sent in their replies to do so as speedily as they can? While the Reconstruction Committee does not wish to limit unduly the time available for consideration of such difficult and important questions, it still has a big field to cover, and is anxious to move on as soon as it can to the other questions within its extensive terms of reference.

That interest in reconstruction is not confined to the committee's questionnaire is shown by the successful one-day school held by Walthamstow branch on a recent Sunday. Dr. W. A. Robson, perhaps the best known of the academic experts on local government, lectured on "Regional Government and its Possible Development" to an audience including, in addition to many members of the branch and of neighbouring branches, the mayor, several councillors, and Ald. Bottomley, deputy Regional Commissioner for the south-eastern region.

Dr. Robson's views on the need for "Regionalism" are well known. He urged the substitution for the present illogical units of "town" and "country" councils, with full powers under Local Government acts, and coordinated at the regional level by regional councils, which would also administer functions delegated to them by the central government. He condemned the system of Regional Commissioners as undemocratic.

The debate which followed the lecture showed wide diversity of view combined with deep realisation of the fundamental issues. There was general agreement by both councillors and officers that the organisation of local government would need to be adjusted to fulfil the changing conditions of the post-war era.

A North-Western School

THE North-West, too, is taking an active interest in the problems of to-morrow, as was demonstrated when more than 80 officers and councillors attended a week-end school at Whalley Abbey, organised by the area education committee, with the general theme of "Local Government and the New Citizen."

Here, too, some form of regionalisation was felt to be inevitable, but the importance of maintaining local interest was stressed, and concern was felt that local councils were becoming more and more the technical interpreters of government regulations.

By gatherings such as these, officers can help now to assert the will of the people for democracy combined with efficiency, and out of their practical experience can help in the evolution of a system that will be both ambitious and practical.

I ENJOY Conferences. The journey; the pleasure of meeting old acquaintances and ɔbnobbing generally with City Treasurers, ɔwn Clerks, and even an occasional Sanitary ıspector; the innocent joy of watching ɔrmally staid Directors of Education go ırple in the face, yelling "Vote—vote!" for ɔ particular reason except that someone else ıarted it; all these are experiences too ámulating to miss if one can help it.

This time, however, I did not enjoy the ıurney. The railway authorities, having arned us not to travel, apparently decided to ɔerate the normal number of trains and leave ould-be passengers to decide among themelves who and how many caught any parıcular train. Thinking myself very clever, I ent to the station in the small hours of ıturday morning, hoping that at such an our, and especially as it was a slow train hich left only twenty minutes before a fast ne, no one but I would patronise it. Not ıore than three thousand seven hundred and ɔrty-nine others thought the same. Doggedly queued for my ticket, ignoring posters hich asked whether my journey was really ecessary. Ruthlessly I elbowed my way ırough the throng of other essential travellers, reading on their buckets and spades without ıpology.

Determined not to depart from their refusal ɔ duplicate the train, the railway company ıd merely doubled the number of carriages ınd added an additional locomotive. We ıre a peculiar people.

Strategy Triumphs

Somehow, I found myself in the company ıf a slightly inebriated sailor and a thin youth who proved to be a munition worker going ıome for Whitsun. One thing we had in ommon—an iron determination to get aboard hat train. Using the sailor as a spearhead, while the thin youth and I protected his lanks, we flung ourselves as a compact unit ıt the nearest doorway. Sheer impetus ıarried us in, but only so far as we dented ıhe mass of humanity already there. The ıensation was rather like hitting a rubber wall, ınd the result was the same. We rebounded ıo the platform with more speed than grace.

Re-forming our wedge, we struck again and ıgain without success. Obviously, before we ɔould get in someone must get out. Resorting ɔ strategy; I seized a passing porter's cap, ɔut my head inside the window of a crowded ɔorridor coach, and yelled: "All change for London, Lancaster, Bourton on the Water, ınd Chipping Eustace." There was an ımmediate stampede, after which the sailor ınd I got corner seats. I never saw the thin youth again, and can only assume he was trampled underfoot. I hope his remains were taken safely home to Upper Tooting.

The journey down was uneventful, if one disregards the fact that we were so tightly ɔacked that breathing was an accomplishment. The sailor had some ham sandwiches; we ate them. He also had some chocolate; we ate that, too. Finally, he had some bottled beer and I managed to convince him he had had enough already. I told him about the night a bomb fell three streets away from my house and cracked the pantry window. He agreed it must have been 'orrible, and said this was a civilians' war all right. He was a nice chap, on convoy work in the Channel or something. I hope he got to Gravesend safely.

Because I was the guest of the Editor, whose small son, Jeremy, has an admirable ability to get up early and produce cups of tea for less fortunate folk like me, I reached the Friends' Meeting House in Euston Road in good time for the opening of Conference. Streams of delegates, all stamped with the unmistakable air of the local government officer—a kind of conscious importance veiled for courtesy's sake behind an assumed humility—were converging on the entrance. Few bothered to notice the statue opposite, which told us when Robert Stevenson was born and died, but not what happened to him in between. He looked a pleasant fellow—and he also had an air of conscious importance. A solemn thought.

"Any Questions?"

Not that I felt solemn or unimportant myself. Was I not Jackass, that screamingly funny fellow who writes for LOCAL GOVERNMENT SERVICE? And was I not also Jackass, that silly ass who occasionally ridicules estimable gentlemen who can't answer back? So I could anticipate either flattering admirers or bloodthirsty victims eager for revenge. I strolled up and down trying to attract attention, but ready for a quick get-away if necessary.

A group of delegates near the entrance quickly noticed me. They sniggered and whispered to each other. I beamed at them. One of them pointed me out to a companion. I felt ripples of pleasure running down my spine, and gave a short sardonic laugh to make them think I had just evolved a really shattering gibe at somebody's expense. Then one of them came over to me and told me my collar was inside out. I told him I always wore it that way, and slipped round the corner to put it right.

Because I became involved in a politely unfriendly discussion with a gentleman who threatened to call the Chairman's attention to the fact that I had ticketed a seat "Much Cowslip" and was trying to reserve it for the Clerk, I missed the first business. By the time the Clerk arrived, having been round the entire Tube system five times since breakfast in his efforts to get there, the Treasurer, Mr. Legh-Smith, was presenting his accounts. I always admire his courage in offering to answer any questions, a practice I have carefully avoided since becoming Branch Treasurer. It sounds well, but there is a grave risk attached—that some day someone may ask a question one can't answer. However, as I understand his accounts even less than I do my own, I am the last person he need fear.

Leeds Branch are blessed with a Mr. Crow, who masks an acute financial mind behind a rather solemn exterior. It fell to him to convince us that the Association's reserve funds, at present largely invested in holiday centres, should somehow be extricated and locked up safe and sound (and idle) in gilt-edged securities. He slapped the Treasurer soundly for allegedly treating the subject lightly by introducing a harmless pun ("Straight as the Crow flies"), but didn't hesitate to bring in one or two himself, such as a claim that he never spoke "without caws." Delegates laughed but didn't believe him, for later in the proceedings they wouldn't listen when he approached the microphone.

On the reserve fund question, however, he carried the day, and now the Treasurer will presumably have to auction off our assets hut by hut and put the results into War Savings Certificates.

Conference got itself into a terrific tangle over the indecisively-worded motion of the National Executive Council which invited it to decide whether it would decide whether to hold an election. Delegates wanted to know what happened if they decided to decide it, and somehow amendments, suggestions, opinions, and remarks became so inextricably involved that the Vice-President, Mr. Roberts, who throughout deputised with skill and patience for the President, wisely cast the agenda item to the winds and put two clear questions. Did Conference want an election? Yes, please. Now or in 1943? In 1943, please. An amendment by Kent County decided that it should be conducted by District Committees, and in a twinkling of an eye the members of the National Executive Council shrank from Olympian unassailables to mere transient humans, subject to all the whims and vagaries of an electoral mob. They tried to look as though they liked it.

Ratepayers Rampant

Having thus shrewdly struck a stout blow in defence of the old democratic order which is far better than any new order can ever be, Conference swept on to the proposed increases of subscription. I could almost hear the indignant ratepayers at a town's meeting resisting a projected rate increase. As local government officers, we know the answer to the ratepayers: that improved services must mean increased cost. But as members of NALGO we were not going to believe that story. A Mr. Charlton went further, demanding achievements first—"cash on delivery"—before he would agree to pay for the organisation necessary to produce them. I intend to adopt the same line of argument next time my income-tax is due, and insist on full and final victory over the Axis before I pay any increased war taxation.

Mr. Hutt, of Manchester, recognised that, despite Vera Lynn's assurances, "wishing would not make it so", and that we must pay for the improved organisation we need. If I remember aright, his main objection was that the proposed scale was cumbersome and would add to the difficulties of the "great unpaid" (a phrase strongly reminiscent of

"A group of delegates quickly noticed me . . ."

Councillors' speeches at branch dinners). Despite the first good speech from the platform—by Harry Allen, who was able to claim that he at any rate still collected subscriptions—Conference clutched its pockets tightly and referred the whole scheme back. The general opinion seemed to be that we recognise the need for increased subscriptions and are quite willing to pay them—tomorrow. The time, as Councillor Gumble would have said, was not opportune.

In the afternoon, we heard Mr. Williams of Malden and Coombe—where on earth is Malden and Coombe? For the third time he tried to persuade us to be Civil Servants (L.G.), and for the third time we shelved it by referring it to the N.E.C. Mr. Williams, acknowledging applause, said "Thanks for the big hand," but when it came to voting his hand wasn't big enough. He must be wondering whether to call us Local Government Officers (B.F.s).

Homage to the Minister

I would have liked to tell you what Mr. Ernest Brown said, but his voice alternately soared so high and dived so low that my ears were too busy keeping pace with the changes of pitch to absorb any of the words. I did hear him say we were fine fellows because we knew which way the drains ran, and praise the skill with which Government circulars were "correctly interpreted—or locally applied." I also heard him say that, to him, twenty minutes (the allotted time for his speech) meant exactly twenty minutes—but if the Conference clock was reliable it meant twenty-two this time. What I shall always remember about Mr. Brown's visit is that we all stood up when he came in and again when he went out. Why? Anyone would have thought he was a Mayor, instead of only a Cabinet Minister. We never jumped up and down like marionettes for my old friend Dingle Foot, who did at least tell us funny stories. Honestly, I almost shouted "Heil Brown!" as the departing procession oozed through our rigidly erect ranks. Only the thought of Mr. Morrison and Regulation 18b restrained me.

By the way, I was sorry Dingle couldn't come. He's more than half a Conference to me, and I was looking forward immensely to hearing him explain how free and democratic we are, despite Mr. Morrison and his regulations, the suspension of elections, the power of imprisonment without trial, the tying of labour, and all the other minor inroads into constitutional liberty the war has imposed on us. Dingle sent us a telegram of good wishes. May I send him Jackassian kind regards, and hope to see and hear him somewhere in 1943?

To return to the Conference, Mr. Cole of Plymouth made a spirited protest against criticisms of his city's A.R.P. methods which appeared in an article in LOCAL GOVERNMENT SERVICE. He demanded that in future all contributors' statements should be checked before publication. He was so heated about it, and I am so reluctant to add fuel to the fire, that I hesitate to risk misquoting him by saying anything more.

Leeds, headed again by that sound Conservative financier Mr. Crow ("the same bird again"), succeeded in convincing Conference that the N.E.C. ought not to build any more holiday centres without a renewal of authority previously given to do so. Thus the N.E.C.'s secret scheme to build a superlative luxury camp in Scotland this year, complete with air-raid shelters, was successfully frustrated. Did I hear Mr. Bolton gnash his teeth and murmur "Foiled again"?

"Jist Gude Pals"

Tuesday morning brought us the best speech of the Conference, from Mr. Evans of South Wales, supporting affiliation to the T.U.C. Passionate sincerity, which never swept him from effective argument into meaningless oratory; a fine sense of the value of words and effective phrasing; just enough sarcasm at his opponents' expense, coupled with a resonant and musical voice, all combined to make his speech a memorable one. Mr. McGill of Glasgow made a less stirring effort in support, using a persuasive Glaswegian accent and a pleasant touch of humour. Between Bevin and Brown, he argued, there was "nae dufference at a'"; they were "jist gude pals."

Delegates listened appreciatively, applauded generously, then voted against in accordance with the instructions of their branches. For affiliation, 26,445; against, 55,921. What happened to the other 25,000 members of the Association I don't know. However, they will have a voice in the ultimate decision, for the supporters of affiliation, true to the old democratic practice of accepting an unfavourable majority decision only until one can get round it or reverse it, carried a later amendment by Southall which put the responsibility on to the members themselves by means of a referendum. I can't help wondering whether the Southall amendment would have been put if the first decision had been in favour of affiliation, or whether it might have been withdrawn. At any rate, Conference, for the first time in my knowledge, dodged its responsibility to decide the policy of the Association—a dangerous precedent.

From my point of view, the debate was a failure in that it failed to produce those gloriously involved mixed metaphors South Wales has previously specialised in. Perhaps the nearest was Mr. Evans' peroration, when he invited us to "bequeath to posterity something which none of us will ever have cause to look back upon with anything but joy." By the time posterity gets it, it will be something of an achievement for us to look back on it.

Unequal Opportunity

The rest of the Conference seemed to strike a note of anti-climax. A series of amendments suggested changes in the rates of subscriptions for members in the Forces, ranging from an increase on present rates down through 5s., 2s. 6d. and 1s. to nil. Aberdeen couldn't think of anything lower, so couldn't join the auction. Conference was quite satisfied with the present system.

So we came—place dernière aux dames—to a series of resolutions urging equal pay for equal work (and equal responsibility added Stretford—a nasty crack) for women officers. Miss Howie (Glasgow) urged equal opportunity, and when she exceeded her allotted three minutes sentimental males shouted "Go on." I expected Miss Howie, knowing that in her shoes any mere man would have been shouted down when his time expired, to decline the unfair excess of opportunity afforded her as a woman; but alas, I was disappointed. Miss Stansfield, for the N.E.C., by an unfortunate slip of the tongue, said they were taking to steps to implement previous similar resolutions. A lady behind me said "Hear, hear!"

Mr. Wells of Worthing is a man after my own heart. He alone among 1,200 delegates dared to speak and vote against. Let me tell him here and now publicly, and be hanged to my fan mail, that but for my branch's instructions I would have been at his side.

Somehow, Conference never treats women's problems with that honesty of thought they deserve and need. Delegates laugh when someone says women can do things men can't, or go into convulsions when Mr. Riley interjects a whimsical "Aha" in reply to a rhetorical question about what the N.E.C. know of nurses. Mr. Garrard gets a laugh for an admission that no one regrets more than the N.E.C. the lack of women members on its Committees. But nobody faces the root problem, which is that with his earnings a man maintains a family and few women do—whereby a woman on a lower salary is often, so far as her standard of living is concerned, much better off than a male colleague doing the same work. We all know of typists who in peacetime can afford to take a luxury cruise for their holidays—but how many of their male colleagues dare to think of more than a fortnight at Slushcombe?

Anyone who has done both knows very well that there are far greater opportunities on a luxury cruise than can ever be found on the promenade at Slushcombe.

Retort Appropriate

Odd isolated incidents shorn of their context stand out in one's memory after such a Conference—the nervous gentleman who launched into a speech in support of the motion he was deputed to move after it had been voted on and carried; the speaker who was so absorbed in his notes that he failed to hear a shout "Can't hear you," but raising his head and reading the next sentence of his prepared speech, appropriately said, "There is a brief but adequate reply to that"; and the Vice-President's hammer, which fell to pieces at the slightest provocation. Speaking generally, however, it was not a humorist's Conference. Too much was missing. Brodie of Glasgow sat silent as a member of the N.E.C., though now and then I saw him fidget uneasily. Ernest Brown was not Dingle Foot. The microphones were too efficient. Wales was less eloquent though more effective.

Yes—a poor Conference for your humble humorist!

". . . The innocent joy of watching normally staid Directors of Education go purple in the face yelling 'Vote—vote!' . . ."

ANCILLARIES' ANNUAL MEETINGS

All the NALGO ancillaries held their annual meetings at Friends' House, London, during the two days of Conference. The meetings are briefly reported below.

PROVIDENT SOCIETY
Why Interest Rate is Unchanged

MR. T. NOLAN, who was unanimously elected chairman at the annual meeting of the Nalgo Provident Society on May 5, gave a report, promised at the last annual meeting in 1939, on the operation of the management fund.

He recalled the desire of the management committee to increase the rate of interest on the "Rest" fund and deposit account to 3 per cent. before increasing the fees of local correspondents or refunding their postage charges. The rate of interest had been increased from 2 to 2½ per cent. from January 1, 1939, but a further increase had not been possible; to increase it to 3 per cent. this year would involve an estimated deficit of £1,345 for the year, and the management committee felt that any further inroad on the reserves at present would be unwise. The meeting agreed that the rate of interest should remain unchanged.

The statement of accounts and balance sheet for the year ended December 31, 1941, were approved.

It was agreed to continue in operation until the next annual general meeting emergency rule 42, which provides for special concessions for members of the society on war service.

Several members criticised the practice of returning pass books direct to members after audit, so that they may examine them for any discrepancies, local correspondents pointing out that they had been entrusted with the pass-books of members on war service, and that to send the books direct to them might result in their loss. It was suggested that pass-books should be returned to local correspondents, and the proposal was referred to the management committee.

APPROVED SOCIETY
Scale of Benefits Well Maintained

Mr. A. BOWKER, vice-chairman of the Committee of Management, presided at the annual meeting of the Approved Society on May 26, in the absence, through illness, of Mr. R. W. COPPOCK, the chairman. It was the first annual general meeting Mr. Coppock had missed in 25 years, and members present associated themselves with a message of sympathy sent to him by the Committee of Management.

Before presenting the annual report, Mr. Bowker reviewed the events in national health insurance since the last annual meeting. During the fourth valuation period, now closed, the society dealt with 36,652 claims for additional benefits and paid out £63,068. On account of the war, the procedure for the fifth valuation had been changed; the Ministry of Health simply notified the society that the same yearly amount would be available for the ensuing five years. Despite the fact that more members were entitled to benefit under the new scheme, the society has been able to maintain practically the same scale of benefits as hitherto.

Mr. Bowker commented on the loss the committee had suffered by the death of Mr. A. G. M. Archibald, who had been trustee of the Society, and by the resignation of Mr. J. W. Purchon on grounds of ill-health after fifteen years of useful service.

The membership figure, at 30,692, showed the smallest increase for 16 years. This was due to the suspension of transfers from other Societies and to the fact that many temporary officers entering the service were already members of other Approved Societies.

The benefits paid by the Society during 1941 amounted to £19,543 for sickness, disablement, and maternity, and £9,815 for additional benefits.

Attention was drawn to the recent Health Insurance Act, which increased all sickness and disablement benefits by 3s. a week and raised the salary limit for compulsory health insurance from £250 to £420.

Mr. Bowker referred to Nalgo House, the Society's convalescent home at Matlock, as one of its priceless treasures and benefits. He thought it was better to-day than it had ever been, but he still believed in the old saying: "The best is yet to be."

Finally, Mr. Bowker expressed appreciation, on behalf of the Committee of Management, for the great work done by local correspondents in difficult times.

Mr. Cartlidge, as a trustee, presented the financial statement for 1940, showing the assets of the Society to be £303,554 5s. 9d.

Since the Committee of Management had previously decided to admit to membership temporary officers who are members of NALGO, the Croydon branch withdrew its notice of motion asking that this be done. Glasgow branch also withdrew its notice of motion urging triennial valuations, until a more suitable time.

Mr. E. J. STEAD, president of NALGO, was re-elected president of the society; Messrs. A. PINCHES and A. G. BOLTON were elected trustees, and the following members were elected to the Committee of Management:

T. E. Brierley, Coventry; S. H. Brodie, Glasgow; H. Counsell, Lancs. C.C.; S. Crawford, Salford; J. E. Crawshaw, Blackpool; J. M. Jenkins, Cardiff; W. T. Ottewill, Kent C.C.; R. W. Ramsay, M.B.E., Leicester; E. V. Steer, Sheffield; H. Summerskill, Liverpool; and F. Wise, Durham.

Mr. Bowker closed the meeting with a warm expression of thanks to the Society's staff, from the general secretary to the junior, for the great work they had accomplished amid exceptional difficulties.

BUILDING SOCIETY
Many War-time Difficulties Overcome

The satisfactory position of the Building Society despite the many difficulties of the past two years, was stressed by Mr. J. T. BAKER, the chairman, when he presented the report for 1941 at the annual meeting of the society on May 25.

Unless we were in for worse times than we had reason to hope for, he added, the society would be in a position, when normal times returned, to resume the work that had to be closed down when war was declared.

It could not be foreseen how long it would be necessary to charge the increased rate of interest of 5 per cent. on mortgages. The financial stability of the society was of paramount importance, and it had therefore been necessary to reduce the rates of interest on shares to 2½ per cent. and on deposits to 2 per cent., free of tax in each case, from the beginning of this year.

Whereas, at the time of the last annual meeting in 1939, tax was 5s. 6d. in the £, costing the society £17,442, it was now 10s. and cost £56,207—an increase of about 22 per cent. In addition, the cost of the War Damage Insurance Scheme was £9,600 per annum. This increased expenditure had meant a reduction in the Society's reserve of only £2,116 during the last two years, which must be considered very satisfactory.

The War Damage Scheme had, however, relieved the committee of much anxiety as to the value of securities mortgaged to the society.

The hon. treasurer, Mr. W. H. Legh-Smith, presented the accounts, which were adopted.

Mr. R. A. MILLAR, Glasgow, moved a resolution asking the committee to reconsider granting 100 per cent. mortgages. The chairman stated that this was not desirable at present, and the motion was lost.

A notice of motion on membership submitted by the Sheffield branch was withdrawn.

Messrs. T. E. Brierley, E. S. Johnston, E. V. Steer, and A. Teale, were elected to the committee of management, and the meeting closed with a hearty expression of appreciation of the chairman's services to the society and best wishes on his retirement from the chair which he had occupied for the past eight years.

LOGOMIA
Healthy Financial Position

AT the Logomia meeting, on May 26, the chairman, Mr. S. LORD, gave a brief resumé of the business transacted during the twelve months to December 31, 1941.

After referring to the healthy financial position of the Association, Mr. Lord called particular attention to the new schemes of life assurance, including cover which can now be obtained against the risk of death due to war causes, and to the savings bond policies now being issued to members of the Association.

It was decided to declare a bonus at the rate of 6 per cent. per annum for the triennial period ended December 31, 1941, in respect of Class "A" share capital held at the date of the annual general meeting.

Messrs. W. A. Shee and W. H. Whinnerah, the two retiring members of the Board of Management, were re-elected for a further period of three years.

HOUSEHOLD PHYSICIAN

DESCRIBES IN SIMPLE LANGUAGE WITH HELPFUL COLOURED PLATES AND DIAGRAMS

The COMPLAINTS OF MEN, WOMEN AND CHILDREN

Their Cause, Treatment and Cure

A few of the Subjects treated:

Gas Warfare, First Aid Lessons
Influenza, Colds, etc.
Measles, Mumps, Catarrh
Corns and Warts, Teeth
Physical Culture
What to Do in Emergencies
Treatment for all Skin Diseases
The Lungs, Pleurisy
Diseases of Women
Hygiene, Anatomy, Pharmacy
The Principles of Nursing
The Eye, Ear, Throat, Nose, Chest, Heart, Liver
Infant Welfare
Homœopathy, Neurasthenia
375 Prescriptions, etc., etc.

COUPON FOR FREE BOOKLET

To VIRTUE & CO., LTD., Crown Chambers, Upper Parliament Street, Nottingham.

Please send me Prospectus on THE HOUSEHOLD PHYSICIAN without any obligation to purchase.

NAME.....

Send this form in unsealed envelope stamped 1d.

ADDRESS.....

L.G.S.

SERVICE COULD BE NATIONALISED

AN easy way out of a difficulty is to refer the problem to a committee. One can then return blissfully to sleep until some energetic ass starts the ball rolling again. Of course, he can easily be countered by a reply that the matter is being carefully considered, and so the game can be played *ad infinitum*. I was sorry to find that Conference took this line on the important question of nationalisation of the service. Whether we like it or not, we must face the fact that many services will be nationalised after the war, both in the administrative and commercial fields. I should like, therefore, to direct attention, first to the points made by Mr. Allen at Conference, and secondly to the leading article in the May Journal.

I do not agree with Mr. Allen that it would be difficult to get the necessary legislation through. Have we not nationalised the Fire Service and the Public Assistance Service, and are we not now proposing to nationalise the mines? We are told that the attitude of the local authorities would prevent nationalisation, but I cannot believe that our public men are so narrow-minded as to obstruct national development.

To the question, "What have local government officers to gain by nationalisation," I would answer, security of tenure, together with improved salaries and status. Apart from certain statutory officers, such as medical officers of health and sanitary inspectors, most of us can to-day be sacked at short notice.

We are told that we should lose the benefits of Whitleyism, but again I do not agree. The civil service has its own bargaining machinery, which is most effective. When a bonus award is made each civil servant receives it immediately. There is no differentiation between areas.

When you compare the salary of a civil servant with that of a local government officer, please do not compare a Whitehall writing assistant with a local authority committee clerk, and argue from this that local government officers are better paid. Take a fair comparison. I think that it will be agreed that factory inspectors employed by the Ministry of Labour perform duties comparable with those performed by sanitary inspectors. Yet it is well known that factory inspectors are immeasurably better paid.

The leading article in the May Journal states that both the central government and local authorities would resist nationalisation of the service. Surely this is both undemocratic and uneconomic. No one wishes to deprive the country of the service of public men who have by their voluntary efforts done so much for its social development. Nevertheless, if it can be proved that there is a strong case for nationalisation, I cannot believe that the local authorities would oppose it solely that they might continue to wield power. I agree that the present system has the advantage of resilience and can withstand the shocks of war better than a bureaucratic one. On the other hand, the advantages of nationalisation are so numerous, both to the community in general and to the officials in particular, that I cannot understand the official attitude which condemns adherents of nationalisation as heretics.

If the case is put fairly and squarely, surely public opinion will force the government to yield. Otherwise, we cease to be a democracy. To the question, "Would appointments be better made," the answer is, "Most definitely, yes." Entrance to the civil service is by competitive examination and candidates for the lowest grades must be educated to at least school certificate standard. How many local authorities insist on the school certificate? How many even have an entrance examination, and how many of those which have an entrance examination run it on proper lines?

Again, broadly speaking, the tasks of local authorities are more or less identical and can be divided into two main categories, urban and rural problems. For example, the health services throughout the country are run on identical lines. Surely, the word stereotyped, which is viewed with so much horror by the opponents of nationalisation, is synonymous with uniformity, and who will say that uniformity of procedure is not desirable?

Viewed from the staff angle, we should get security of tenure and improved and uniform service conditions, which would be an inducement to give better service. It is asked in what way nationalised service on the model of the civil service would be more efficient. The answer is undoubtedly that each citizen, irrespective of where he lived, would get the same standard of service at the same cost. No longer would a resident of a rural area be penalised for his desire to keep away from the smoke and grime of our modern towns. The officer would be disinterested and would not subordinate his duty to his private interests. There would be a greater interchange of staff, officers would become more broad-minded, and the community would benefit from their experience. Surely, experience in different types of areas is an undoubted advantage.

Each officer would be graded and his increments would be subject to an annual report by his departmental chief; he would no longer have to go cap-in-hand asking for an increase in salary. The country would benefit from the fact that all officers the subject of an adverse report would not receive an increment, and in any event efficiency bars would be introduced at certain salary levels. All candidates for preferment to a higher grade would have to appear before a selection committee and show that they were capable of carrying out their jobs efficiently. In other words, the blight of promotion by seniority would be eradicated.

In conclusion, let me give an example of waste under the present system which could never occur under nationalisation. In a certain part of Yorkshire there are three contiguous local government areas, a county borough, and two urban districts. Each has a separate sewage scheme, the effluent from which discharges into a small brook, with only a few yards between each outfall. Each scheme required modernising and, shortly before the war, each authority made application to the Ministry of Health for permission to float a loan to cover the cost. Here was a disgusting waste of public money. Under nationalisation, there would be one modern scheme, which would do away with triplication of man power and materials.

W. L. KAY, M.R.S.I.

"Caledonia," Holland Road,
BILSTON, Staffs.

READERS' FORUM

Letters for the August journal must reach the Editor, 192, Edgwarebury Lane, Edgware, Middlesex, not later than July 17.

AFFILIATION BALLOT

Getting the Forces' Vote

IT is obvious that, if the ballot on affiliation to the T.U.C. is to be fully representative of NALGO, every member must have the opportunity to take part in it.

Many branches, however, have had difficulty in collecting subscriptions from those of their members in H.M. Forces. It seems possible, therefore, that a substantial number of our 30,000 Forces members may be disenfranchised, and the aim of the Southall amendment, that *every* member should express an opinion on this important issue, will be defeated.

I hope the N.E.C. will examine this question, and I suggest that no NALGO member now in the Forces should be barred from voting even if his (or her) subscription is now in arrear, provided he is still on the staff list of a local authority and was not in arrear with subscription or other dues at the date of calling-up.

ALEX. M. R. LANE.

74, Croftpark Avenue,
King's Park, Glasgow, S.4.

IMPERIAL EXCHANGE

Post-war Plan for the Service

GREATER development by the Empire, combined with more comprehensive organisation of commerce and industry, is probable after the war. Indeed, it is necessary, if we are not again to present a tarnished facade to the world and to fail to develop (by which I do not mean exploit) the potentialities of our heritage.

What is needed is that any citizen of the Empire should be able to earn his living in any part of it that he chooses, and that the hitherto sluggish circulation of blood amongst the countries of the Commonwealth should be stimulated to the point necessary to maintain vigorous growth. The local government service can play a part in that development.

Modern methods of transport and communication make possible the creation of an Imperial Local Government Service Asssociation, which should include among its aims a greater Empire development and the promotion of a more comprehensive mutual understanding of local government service in all British countries. The journal of such an organisation, apart from educating the local government officer in the work of his opposite number abroad, could rapidly acquaint members throughout the Empire of appointments vacant anywhere and, by the use of modern communications, candidates could apply for every suitable vacancy wherever it arose. Alternatively, the Imperial Association could persuade local government authorities to advertise their vacancies in all countries of the Commonwealth and to give equal consideration to all applicants, whatever country they were living in.

The greater density of population in the British Isles, compared with that of the Dominions, would inevitably lead to an outward flow from Britain, but that does not mean that there should not also be an inward current. Equal chances should be given for men from the Dominions to take up posts in this country, or in another Dominion, if they wish. Such cross currents of local government officers would have a beneficial effect upon all sections of the community.

There would be a strengthening of the visible links which bind the British nations together. Inhabitants of the various countries would ultimately gain a wider knowledge of each other's mode of life and an infusion of varied methods of technique would result in an improved service.

Many local government officers now serving with the Forces, as well as some still at home, may be inclined to seek fresh pastures as a result of their war experiences. In present circumstances, if they want to go abroad, they must abandon a certain appointment for an uncertain future, in which their former training may not be called upon. If they could be sure of a similar situation in the country of their choice they would be more ready to make the adventure.

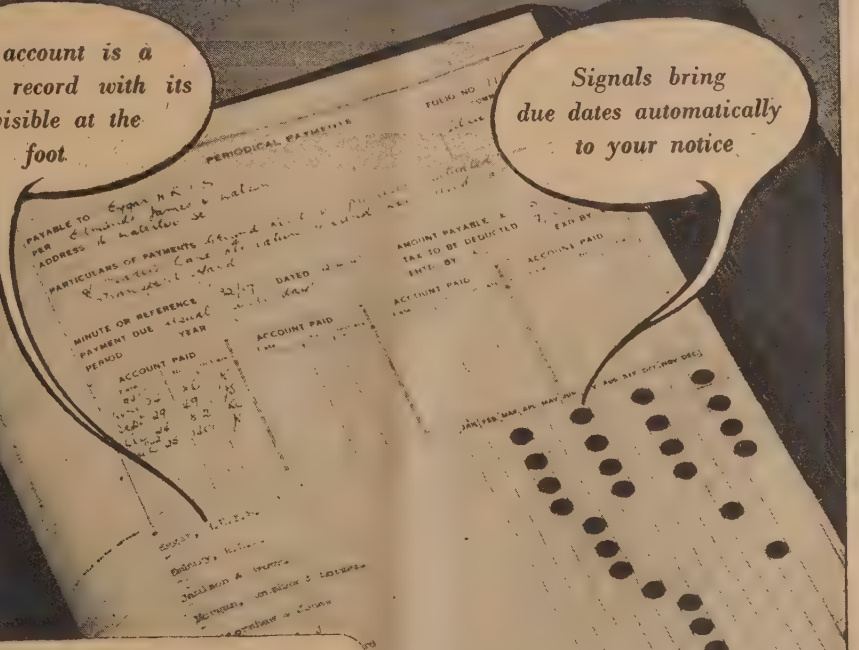
In conjunction with this suggestion, the Imperial Local Government Service Association might organise a scheme for the interchange of appointments, especially amongst junior officers and students. Under such a project an official in Canada, for instance, could exchange appointments with an official in England, or a South African with an Australian, subject always, of course, to the approval

(Continued on page 154)

Periodical Payments

Each account is a separate record with its title visible at the foot

Signals bring due dates automatically to your notice



FOR Committee and Estimating work your records of Periodical Payments (and Receipts, too) should be such that the dates due are automatically noticed.

The Kalamazoo *Visible* Payments Book is used by very many Authorities, because:—

. . . . the title of each record in the book overlaps its neighbour (like slates).

. . . . simple coloured signals flash out the date upon which each amount is payable.

. . . . in *secure* loose-leaf form, the records can be kept in any required sequence and alterations instantly effected.

. . . . the system is inexpensive to instal and simple to operate.

Our illustration shows the *Payments* Book, but the advantages are equally applicable to Periodical *Receipts*. At a glance you will see when each account is receivable.

Write for details to the Public Authority Dept :

No turning over unnecessary pages to find Elberts

Proprietors, Morland & Impey, Ltd. (Sales)

Kalamazoo Ltd.

NORTHFIELD, BIRMINGHAM, 31.

(Continued from page 152.)

of the employing authorities. These exchanges could be either temporary or permanent, according to agreements drawn up by all four interested parties. Such interchangeability would, in addition to having the advantages of the previous plan, also widen tremendously the opportunities of officers to gain a comprehensive experience of their work.

Internal exchanges of appointments would also be valuable, especially in some of the Dominions, where conditions are apt to be more variable within the confines of the State.

Lectures given to local associations by transferred officials, concerning conditions in their previous situations, would be an interesting supplement to the written contributions suggested as a feature of the Imperial Local Government Service Association Journal.

It has been hinted in some quarters that an Anglo-American union is desirable. Should such a union ever be created, an American branch of the Imperial Local Government Service Association could be formed. Although local government in the United States differs in some ways from our own, it is based upon similar fundamental foundations, and interchange of officers would be of benefit to both British and American practice.

Indeed, there is no reason why an American branch should not be affiliated to the Imperial Local Government Service Association irrespective of an international union. It might not be possible for all activities previously suggested to be embraced by such an affiliation, because of the nationality clauses at present in force, but much good work could be done in the way of exchange of information, both by the written and spoken word, which should foster the good feeling now existing between the British Commonwealth and the United States.

Pudsey. G. R. C. MARSDEN

POST-WAR EDUCATION

Boarding Schools for All?

EDUCATIONISTS seem now to be agreed that there should be one education for all children, and that it should be of public school standard. Is there any insurmountable objection to placing all schools in chosen areas, such as the thinly-populated and picturesque counties of Devon, Merionethshire, Westmorland, and Perthshire, and there educating all children between 7 and 16, accompanied by teachers, school medical officers, school dentists, nurses, and all services necessary to proper education and nurture?

Since for many years the choicest of the country's children have been evacuated to and educated in public schools, objection on the ground of disturbance of family life would prove the demand for one education for all to be insincere. Maintenance would be better and cheaper than it is now; administration would probably be cheaper, for instance, there would be no need for an education department in every town; the beneficial effects of war-evacuation of the children to the country would be perpetuated; juvenile delinquency, now increasing, would be reduced; there would be favourable reactions upon the majority of parents; and fatalities from road traffic amongst children would be much reduced.

About three and a half million children would be affected, but the change could be made gradually. Probably more than a million have been moved by war evacuation, without any increase in housing. With suitable distribution of holiday periods, which would be simpler than it is now, the recurrent holiday movement could be eased. The cost of the 60,000 or so educational, purposive, and domestic school buildings would be partially met by the disposal of existing schools. The present public schools could be left to the course of events, as there will always be parents who desire special training for their children.

Town planning would be facilitated by the exclusion of schools from towns and villages, and youth movement work could be concentrated. No estimate is available of the amount of damage done to property by young people, but it must be considerable, and would be reduced by the closer collection of children and by the better education made possible.

Post-war planning is now in progress; our population is, for the time, more amenable to changes in social and living conditions than ever before; therefore I think it likely that the suggestion will have the support of the service.

Preesall, Fleetwood. H. TURNER.

REVITALISE THE SERVICE

Reply to a Critic

IN his letter in the June journal, commenting on my article, "Clearing the Path to Progress," in the March number, L/Sgt. Clifford R. Hollis asks whether I infer a lack of initiative and business acumen amongst permanent officers. He unconsciously quotes an axiom in that respect by mention of gas, water, and electricity undertakings still in the hands of private concerns. I stress the point that local government should compete for all public utility services run for private profit, by pressing for state and municipal support for the purpose of legally and financially acquiring such services for the economic benefit of the ratepayers. There is no riper time than now, and in the near future, for the process of such negotiations.

If local government, almost akin to the civil service, cannot prove its worth in its own spheres, nationalisation—an admission of local administrative failure—would be worse. Ratepayers would then have to rely upon an L.P.T.B. pattern of administration, which would make a poorly-served district pay as much as a well-served one.

Mr. Hollis, in gathering from my article that temporary officers have axes to grind, should realise that all initiative and enterprise is prompted by personal motives, which is probably why so many profit-yielding public utility services still remain in the hands of private business men.

Is it not better that local government should be infused with the element of men of this type than that its work, which is multifarious and essentially localized, should be relinquished to the indiscriminate methods of Whitehall?

Town Hall, GUY WOOLLACOTT-MASON
Reigate. (Public Relations Correspondent)

IS THIS A RECORD?

54 Years in Public Service

I WAS much interested in Mr. W. Kirk's article on Local Government Fifty Years Ago.

He states that his service establishes a record that will take some achieving and can never be beaten. I respectfully suggest that his record is beaten by myself. I was appointed a junior clerk in the Clerkenwell Vestry in 1888 and retired from the position of borough accountant to the Finsbury borough council in 1934, after nearly 46 years' service. As with Mr. Kirk, there was not one member of the council, officer or workman, then serving when I took office.

In 1900, I was appointed clerk to the Clerkenwell Charity Trustees (a public body which position I still hold, and have therefore been a public officer for 54 years.

I may add that I was a member of the London Municipal Officers' Association, the forerunner, I believe, of N A L G O, and now as a retired member, I must be one of the oldest members of the association.

EDWIN G. HILL, F.S.A.A.

5, Wood Vale,
Muswell Hill. *Congratulations, Mr. Hill! Any other challengers?*

Sports Kit for Warriors

OFFICERS in the forces are in need of sports kit. An earlier appeal had a disappointing reception, only one cash contribution being received and little equipment. Surely branches can do better than this. Where are all those idle tennis rackets, cricket pads, bats, and balls, which would be so warmly welcomed by our serving members? Why leave them to lie unused? If you have no sports kit to spare, money contributions would help us meet the need.

Both kit and money should be sent to the general secretary, Nalgo Centre, Croyde Bay, near Braunton, North Devon.

SCOTTISH NOTES

AT a meeting of the Scottish Joint Industrial Council on June 12, it was reported that the County Councils' Association had decided to affiliate, with the result that all the associations to local authorities in Scotland are now represented on the employers' side—an example of their counterparts south of the Border.

The staff side urged that the recent cost-of-living bonus award should be made applicable to nursing staffs and health visitors, but the employers' side opposed on the ground that such action might prejudice the consideration of nurses' salaries by the Nurses' Salaries Committee. After much discussion it was agreed to refer the question to the nursing staffs sub-committee of the J.I.C., with power to act.

Consideration of increasing the maximum of basic salary scales for women and the preparation of basic scales for the bigger local authorities was remitted to the executive committee. It was reported that an early meeting was being called to consider the draft model conditions of service, including sick pay regulations.

Nurses' Salaries Committee

The Secretary of State has decided that the terms of reference of the Nurses Salaries Committee should be extended to include midwives, health visitors, school nurses, and tuberculosis visitors. Special sub-committees to consider salaries of these classes of nurse will be set up, and N A L G O will undoubtedly be afforded representation on the sub-committee considering the salaries of health visitors.

All L.A. Associations now in Whitley Council

Conference Successes

While a full report of Conference appears elsewhere in this issue, reference should be made here to the excellent speech of Miss J. Howie, Glasgow, whose cry, "Let Battle Commence," in appealing for equal pay for equal work, was heartily approved. The various amendments by the Scottish district committee, providing for references to the Secretary of State for Scotland and the Scottish J.I.C. in addition to their English equivalents, were accepted by those responsible for the original motion, realising that they had, in their innocence, been guilty of an omission. The N.E.C. accepted a Glasgow motion to send greetings and congratulations to our Russian allies and the peoples of the United Nations.

Sutherland County Clerk's Jubilee

Mr. Archibald Argo celebrated his jubilee as county clerk and treasurer at Sutherland on June 15, when members of the county council together with members of the Bench and Bar and officials and staffs of the various departments made a presentation to him. Mr. Argo has been a member of N A L G O for many years, and members will wish him continued health.

ALGO VICTORY AT ABERYSTWYTH

iking example of the strength of the Association and of its power to secure able settlement even of long-standing injustices, provided members display unity discipline, has been given recently at Aberystwyth. This account of the success wed there should encourage other branches faced with similar difficulties.

EN the first bonus award of the National Whitley Council was issued in January, Aberystwyth refused to implement it, ing instead a lower bonus, limited to s not exceeding £260. A similar course aken with the second award, the council ng 10 per cent to officers earning up to and 6 per cent on the *difference* between and the actual salaries of certain chief 's, with the exception of the town clerk electrical engineer. One result of the d scheme was that the unfortunate chief in the electricity department, whose was £260, received no bonus at all.

presentations were made by the NALGO onal officer, and he was twice received by taffing sub-committee of the council, on econd occasion in respect of the adoption e recommended salary scale of the South s provincial council. Despite his detailed ination of the discriminating effects of irst bonus scheme, under which ten ate percentage classes were created, ng from a minimum bonus of 5 per to a maximum of 25 per cent, and e inadequacy of the second bonus scheme officers earning over £260, the council ained adamant in refusing to adopt the ad national award. It also refused to t the provincial council salary scale.

e divisional officer suggested that the parties should agree to submit the two tions—salary scale and bonus—for volun- arbitration by the Industrial Court, but the Aberystwyth borough council also ed to do.

ALGO thereupon reported the refusal e borough council to adopt the "recog- t terms and conditions," to the Ministry abour, with a view to submission of the to the National Arbitration Tribunal as ided for in the Conditions of Employment National Arbitration Order. But the judg- t in the Bolton case had cast doubt on competence of that tribunal to arbitrate dispute between a local authority and its , and the Ministry refused to accept the rt as a dispute.

ALGO then applied to the Ministry of our for the removal of the electricity rtment from the schedule under the ntial Work (General Provisions) Order (it been provisionally scheduled in 1941). nterviews with Ministry officials, the divi- al officer pointed out that Aberystwyth securing all the benefits of the Essential rk Order, tying the employees to its service, nout the quid pro quo of granting "recog- d terms and conditions" as provided by Orders.

t this stage the NALGO members em- yed in the electricity undertaking held a ot in accordance with the Association's ne procedure and decided in favour of ndrawing their labour. This decision was ported by the workmen engaged in the lertaking, whose union had been negotiating some months with the council about wage s for its members.

he decision in favour of a strike was re- ted to the N.E.C. on April 25, and that ly empowered the service conditions and anisation sub-committee to take appro- ite action should the Association fail to ain a satisfactory settlement by the inter- tion of the Ministry of Labour.

n response to a departmental report from rdiff, and urgent representations to the nistry's headquarters, two Ministry officials t the Aberystwyth staffing sub-committee on May 8. At this meeting the sub-committee unanimously decided to recommend the council to re-open negotiations with NALGO and the workmen's union and, if these renewed attempts to reach agreement failed, to refer the dispute to the Industrial Court, whose decision should be implemented as from October 3, 1941. This recommendation was accepted by the borough council.

The divisional officer and regional officer met the staffing sub-committee on May 20. This time the committee agreed to recommend the grant to workers on the electricity staff of a bonus equivalent to the third national award and the adoption for the department of salary scales equivalent to the recommended scale 1 of the South Wales Provincial Council. Although the "carry over" system has had to be introduced to secure early agreement, the immediate effect is that seven members will receive annual increases totalling £194, the individual increases being £62, £33, £27, £23 (twice), £19 and £5.

Aberystwyth council has now confirmed the recommendations of the staffing sub-committee, and NALGO has therefore withdrawn the request to the Ministry of Labour to remove the electricity undertaking from the Essential Work schedule, consideration of which had been deferred by the Ministry pending the result of the re-opened negotiations.

REFRIGERATORS

We have in stock a number of used and reconditioned Refrigerators and Butchers' Cold Rooms (all sizes) for immediate delivery.

FLEET LTD. 32-34 Willesden Lane, N.W.6. MAIDA VALE, 6080.

NETHWAY PRIVATE HOTEL
FALKLAND ROAD TORQUAY

Ideal situation. Full sea view. Within easy walk of sea front, bathing, etc. Hot and cold water in every bedroom.

TERMS 3 Gns. to 4 Gns.

Write early—accommodation very limited.

MR. & MRS. A. J. WILLIAMS
(Son & "Nalgonte"—Torquay branch)

BOURNEMOUTH: Chilterns, Westby Road, Boscombe (Phone: Boscombe 5391). Comfortable, homely, sociable. H. & C. bedrooms. Ideally situated. Terms 2½ to 3 gns. **(Mrs. E. M. Jackson.)**

SPEND YOUR 1942 holidays among the Surrey Commons. Send for illustrated tariff. **Morris Lodge Hotel, Gong Hill, Nr. Farnham, Surrey.** Telephones: Frensham 362 and 493.

LLANDUDNO, ANNAN PRIVATE HOTEL, Abbey Rd. Two mins. prom., modern, electric. H. & C. 14 - per day. **Mrs. G. Stanhope.** Phone: 7159.

MISCELLANEOUS

WRITE FOR PROFIT in Spare Time. The ideal wartime hobby. Send 4d. for informative prospectus and "Subjects that Sell To-day." **Regent Institute, (190J), Palace Gate, W.8.**

PLAY THE PIANO in 3 months. New home method. Write for Free Lesson.—**Klavarskribo 1 (ER), St. Paul's Churchyard, E.C.4.**

DUTTON ONE-WEEK SHORTHAND is learnt in twelve 2-hour postal lessons. Send 3d. in stamps for first lesson to:—**G. S. 92, Great Russell Street, London, W.C.1.**

Minsec kills every kind of insect from beetles to lice. Generous free sample sent to Chief Sanitary Inspectors on request.—**Minsec Co., Newport, Mon.**

SPARE TIME is well spent in reading for a DEGREE

● **One of to-day's problems** is that of making the best use of long war-time evenings. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a Degree; not merely for the resultant material advantages, but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance study becomes a pleasurable occupation.

● **London University Degrees** are open to all. You need not attend the University. All that is necessary is to pass three exams. Matriculation (or, if you are over 23, the shorter Special Entrance Exam.), Intermediate and Final; you may study for these at home and in your own time.

● **Wolsey Hall Postal Courses** for the above (and also for D.P.A) examinations are conducted by a staff of 56 University Graduates. These Courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of *all* difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued *free*. Fees may be spread over the period of the Course.

● **Write for PROSPECTUS,** price 3d., saying if your preference is for Arts, Science, Economics, Commerce, Law or Theology, to C. D. PARKER, M.A., LL.D. Director of Studies, Dept. RH24,

Wolsey Hall, Oxford

PROPRIETORS: DIPLOMA CORRESPONDENCE COLLEGE, LTD.

THE WORLD-FAMOUS
"KING'S ENGLISH" DICTIONARY

● *SPECIAL OFFER for One Month*

30/-DICTIONARY for 25/-

TO READERS OF "L.G.S."

THE BEST ONE VOLUME DICTIONARY

Thoroughly Revised and Up-to-Date. Many new and Important Features.
INTRODUCTION by the late Rev. Dr. C. A. ALINGTON, formerly Headmaster of Eton.
DICTIONARY OF HEALTH. A Healthy Diet. Medicines in common use. Prescriptions. FIRST AID IN THE HOME.
DICTIONARY OF COMMERCE. MOTORING, AVIATION, WIRELESS.
HISTORY OF LITERATURE. MAPS. WORLD HISTORY. SYNONYMS & ANTONYMS. A GUIDE to COMPETITIONS. DICTIONARY OF ALTERNATIVES.
CORRECT SPEECH & HOW TO WRITE ENGLISH AND DEFINITIONS OF OVER 150,000 WORDS. Illustrations include Army, Navy and Air Force subjects. Difficulties in Usage and Spelling.

Let Us Send You the Dictionary and You Can Examine it at Home Without Obligation.

TO BOOKS OF DIGNITY AND SERVICE, LTD., 34-40, LUDGATE HILL, LONDON, E.C.4.

Please send me the "KING'S ENGLISH" DICTIONARY (New Edition) for 5 days' FREE examination. I will return it on the 6th day; or, if I desire to purchase it, I will remit a first payment of 3s. and 3s. per month until 25s. is completed.

NAME.....

ADDRESS.....

..... L.G.S. 59.

NALGO ROLL OF HONOUR

Military

KILLED

Barton, Sgt.-Pilot H. E., R.A.F., treasurer's dept., Malden and Coombe.
Berry, C. A. H., R.A., Middlesex C.C.
Blake, G. V., R.A.F., treasurer's dept., Chislehurst, Sidcup (in Middle East).
Brown, Sgt. F. A., R.A.F., sanitary inspector, Southend-on-Sea (killed with his wife and child in air raid).
Candy, C., senior clerk, education dept., Rochester (drowned at sea).
Geddes, Sgt. R. W., education dept., Newcastle-upon-Tyne (in Middle East).
Hodgkinson, Sgt. D. E., R.A.F., 25, Ilford (in flight over Germany).
***Jenkins, Sgt. W. K.**, R.A.F., treasurer's dept., Swansea.
Livesey, Cpl. J., public health dept., Blackburn.
Luxon, Sgt.-Pilot R., R.A.F., 20, treasurer's dept., West Bromwich (in Middle East).
Melling, Sgn. S., R.N., cleansing dept., Wigan (at Madagascar).
Moore, E. C. P., R.A.F., Essex C.C.
Payne, L.A/C J., R.A.F., treasurer's dept, Swansea (in California).
***Selfe, Pilot-Ofr. F. W.**, R.A.F., finance dept., Coventry.

Since Conference, when the Minister of Health and the President paid high tribute to those members of NALGO who have laid down their lives abroad or at home, are enduring captivity, or have gained awards for heroism in the fight for freedom, the numbers have grown still further. Here are the latest totals :

Military		Civilian
Killed - 351		Killed 56
Missing - 230		
Prisoners 207		

AWARDS

Military

George Cross ...	2	D.S.C.	1
George Medal ...	4	D.S.O.	2
Albert Medal ...	1	D.S.M.	2
Military Cross ...	6	O.B.E.	1
Military Medal ...	3	M.B.E.	1
D.F.C.	12	Mentioned ...	7
D.F.M.	24	Commended ...	1

Civilian

George Cross ...	2	B.E.M.	9
George Medal ...	14	King's Police and	
C.B.E.	5	Fire Service	
O.B.E.	18	Medal ...	1
M.B.E.	22	Commended ...	2

The above list does not include the names of NALGO members which appeared in last month's Birthday Honours list, of which details will be given in the August journal.

Soper, Sgt. R. W., R.A.F., public controls dept., Middlesex C.C.
Tomlinson, Sgt.-Pilot K., R.A.F., 21, York.
Watson, Pte. J., R.A.O.C., water dept., Blackburn.
Wearing, Trooper A. R., R.T.C., finance dept., Middlesex C.C.
Wheatey, Pilot-Ofr., R. E., D.F.M., R.A.F.V.R., parks dept., Derby.
***Woolley, Sgt. J. G.**, R.A.F., education dept., Worcestershire (in raid over Germany).

PRISONERS OF WAR

***Kennea, Sgt.-Obs. T. L.**, R.A.F., treasurer's (electricity) dept., Bristol.
Skinner, Pilot-Ofr. J. S., R.A.F., highways and bridges dept., Surrey C.C.

** previously reported missing.*

MISSING

Ashard, Pte. H. P., costing dept., Wanstead and Woodford (in Malaya).
Benn, L/Bdr. S. T., R.A., public control dept., Middlesex C.C. (in Far East).
Bloomfield, Sgt.-Obs. J., R.A.F., clerk's dept., Rhondda (after flight over Germany).
Brown, Sgt. A. R., R.A.F., treasurer's dept, Blackburn.
Clark, 2nd-Lt. W. L., health dept., Middlesex C.C. (in Singapore).
Fair, Pilot-Ofr. D. R., R.A.F., Middlesex C.C., in Malaya.
Harling, W., R.A.F., library dept., Blackburn.
Haskayne, L/Sgt. T. G., R.A., surveyor's dept., Soke of Peterborough (in Singapore).
Hewat, Lt. J. K., R.A.M.C., Napsbury hospital, Middlesex C.C. (in Singapore).
Hinds, Flt.-Sgt. W. V., engineer's dept., Luton.
Jarman, Pte. W. R., Suffolk Regt., county library, Cambridgeshire (in Singapore).
Mears, Bdr. W. A., R.A., clerk's dept., Soke of Peterborough (in Singapore).
Peel, Sgn. J., electricity dept., Blackburn.
Percival, L/Cpl. F. W., Napsbury hospital, Middlesex C.C. (in Singapore).
Rankin, Sgt. T., R.A.F., engineer's dept., Newcastle-upon Tyne.
Rawson, Gnr. J. L., surveyor's dept., Chertsey (in Malaya).
Richardson, Sgn. R. I., R.C.S., 24; electricity dept., Darlington (in Malaya).
Robinson, L/Cpl. F., R.A.M.C., health dept., Wombwell (in Far East).
Smith, Sub-Lt. J. E. Fowkes, Fleet Air Arm, surveyor's dept., Coulsdon and Purley.
Stamford, Sgt. R. W., R.A., surveyor's dept., Soke of Peterborough (in Singapore).
Taylor, L/Cpl, A., treasurer's dept., Blackburn.
Webber, Sgt.-Obs. N. F., R.A.F., 21, health dept., Sevenoaks U.D. (from raid over Essen).
Williams, Pilot-Ofr. H. A., D.F.M., treasurer's dept., Dudley (from big Essen raid).
Woodward, Bdr. E. H., R.A., clerk's dept., Middlesex C.C. (in Malaya).

Civilian

KILLED

Marks, G. W., town clerk, Canterbury—killed when his home received a direct hit during the air raid on Canterbury.

AWARDS

D.F.M.

Walmsley, Sgt.-Pilot H., city treasureer's dept., Leeds.

***To Serving Members.**—NALGO wants to keep in touch with you and to help you in every way that it can—but it cannot do that if it doesn't know where you are. Will you, therefore, please inform your branch secretary of every change of address ?*

***To Branch Secretaries.**—Some branch secretaries continue to supply inadequate information for the Roll of Honour. What we want is the member's* **name, rank, branch of Forces** *(e.g. R.A.F., R.A., R.N.V.R., but not regiment, unit, or ship, mention of which is forbidden),* **age, position** *in local authority, and any* **officially published details.**

HOSPITALITY FOR WARRIORS

Many more branches have responded to recent appeals to offer hospitality to their colleagues in the Forces, and the list continues to grow. But many areas are still not represented, and we shall be happy to make it longer still.

BRANCHES

Acton.—Miss J. PERGANDE, Town Hall, W.3 (ACOrn 3232).
Ashton-under-Lyne.—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).
Aylesbury.—Bucks county NALGO Sports and Social Club.—G. A. MELLOR, County Hall.
Barking.—R. A. BROWN, Town Hall Annexe.
Blackburn.—NALGO Sports and Social Club.—J. COX, 42, Victoria Street.
Bognor Regis.—A. C. TWORT, Town Hall (Bognor Regis 1660).
Burnley.—Greenhill Club, 163a, Manchester Road (billiards, bowls, cards, darts).—J. M. HOLT, Education Offices, Manchester Road.
Cambridgeshire.—LEO MASON, Shire Hall.
Canterbury.—J. E. NEWPORT, Municipal Buildings, Dane John (Canterbury 2826).
Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.
Cheshire County.—H. JONES, 47, Walter St., Chester.
Colchester.—A. E. GODBOLD, Town Hall.
Croydon.—A. E. ALLEN, Public Assistance Dept., Mayday Road, Thornton Heath (CROydon 4433, Mayday Switchboard, Ext. 122).
Dudley, Worcs.—S. N. COLYER, Sedgley Emergency Hospital, Burton Road (Dudley 2243).
Erith.—D. H. E. HOCKLEY, Council Offices.
Gillingham.—H. KING, Municipal Buildings.
Glasgow.—Members are invited to avail themselves of the catering and other facilities of the Allies Canteen, 166, Argyle Street (corner of Union Street), as guests of the branch and are asked to sign the autograph book in the canteen.
Grimsby.—J. W. L. BUXTON, Treasurer's Dept., Municipal Buildings, Town Hall Square (Grimsby 55141).
Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road.
Hornchurch.—D. H. ELLIS, Council Offices, Billet Lane (Hornchurch 3434).
Hounslow.—Heston & Isleworth staff sports club, 129, Hanworth Road, Hounslow (bar, billiards, table tennis, etc.), offers temporary membership. Apply : Hon. Sec., B. F. EMMERSON, Council House, Hounslow.
Hucknall.—E. H. ADAMS, Health Dept., Watnall Rd.
Hull.—E. F. FOSTER, Treasurer's Dept., Guildhall (Hull 36880).
Ipswich.—Miss E. M. EDE, Social Welfare Dept., 19, Tower Street (Ipswich 2208).
Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.
Kirkby-in-Ashfield.—L. H. JAMES, Gas Dept., Urban Road.
Leicester.—S. DAWSON, Transport Dept., Abbey Park Road.
Lincoln.—Lindsey County officers hold a monthly social. Particulars from secretary, NALGO, County Offices.
Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street (Bank 487).
March, Cambs.—C. F. BOTTERELL, County Hall.
Morley (Leeds).—N. WRIGHT, Education Offices, Queen Street.
Newcastle-upon-Tyne.—V. GRAINGER, Town Hall.
Newton-le-Willows, Lancs.—E. W. BUSHELL, Lathan House, Cross Lane.
Orpington.—R. H. JORDAN, Council Offices, 46, Bart Hart Road, or (home) 255, Court Road.
Paddington.—Bowling and Sports Club, Castellain Road Maida Vale (bowling, tennis, table-tennis, billiards, darts cards).—T. F. DUNNING, Town Hall (PADdington 7672).
Penarth, Glam.—J. THOMAS, 19, Albert Road.
Reading.—J. H. SOWDEN HALL, Weights and Measures Dept., Field Road (Reading 4190).
Rochdale.—Municipal Officers' Club, Toad Lane (billiards table-tennis, darts, cards, and bar).—J. H. LEVER Town Hall, Rochdale (Rochdale 3181).
Scunthorpe.—W. H. KENDALL, Civil Defence Head quarters, Comforts Avenue.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
South Shields.—F. OLLIER, Borough Treasurer's Dept. Town Hall (South Shields 1380).
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office Town Hall (Stoke-on-Trent 48241).
Ware, Herts.—E. B. CULLEN, secretary, Herts A.R.P. Recorded Music Society, welcomes music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, usually 3 p.m. first Sunday each month at The Priory, Ware.
Weymouth.—R. W. MILLER, Municipal Offices.
Wimbledon.—J. W. BABBS, Borough Engineer's Dept. Town Hall, S.W.19.
Wrexham.—H. BROOKFIELD, Borough Surveyor's Dept., 1, Grosvenor Road.
Yeovil.—Miss J. L. KEBBELL, B.A., Municipal Buildings.

PERSONAL

Bromsgrove.—F. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove branch).
Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306) offers "meals, bath bed, snooker, table tennis," etc., to members, who should write or phone first.
Harrogate.—L. DELLOW, 4, Woodside (Office, Harrogate 503; home, 2808).
Scarborough.—H. WILSON, 32, Newlands Avenue.
South Shields.—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (Sough Shields 1000).
Stourbridge.—J. M. CLARK, Southgate, Norton Road Stourbridge (Stourbridge 57175) (formerly a member of the Southgate branch).

And for Women, Too

The following branches offer hospitality and assistance to women members and relatives of members transferred to factories in the area :

Bilston.—Miss M. JOHNSON, Kingswood House Wellington Road.
Blackburn.—NALGO Sports and Social Club, J. COX 42, Victoria Street.
Bolton.—Miss E. HOGG, Town Clerk's Office, Town Hall.
Cambridgeshire.—Miss W. E. ALDER BARRETT, County Library, Shire Hall, Cambridge.
Cheltenham.—Miss B. A. RICHARDS, Health Dept. Municipal Offices (Cheltenham 2001).
Croydon.—A. E. ALLEN, Public Assistance Dept. Mayday Road, Thornton Heath (CROydon 4433 Mayday Switchboard, Ext. 122).
Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.
Feltham, Middx.—Miss B. E. CARTER, Council Offices Bridge House (Feltham 2281).
Grantham.—Miss M. LYNN, Housing Supervisor, 36 Avenue Road.
Lincoln.—Miss F. P. HARROLD, Infant Welfare Centre Newland, Lincoln.
Newton-le-Willows, Lancs.—Miss F. B. JONES, Public Library, Crow Lane, East.
North Cheshire.—Miss ATHERTON, Town Clerk's Dept., Sale.
Southall.—R. N. ROOK, Town Hall (Southall 1374).
Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office Town Hall (Stoke-on-Trent 48241).
Swindon.—Miss M. HURTNOLE, Treasurer's (Rates Dept., Civic Offices.
Wrexham.—Miss M. E. THORPE, 94, Rhosnessney Lane (Wrexham 2925).

Study Group in Nazi Prison Camp

YET another group of NALGO members incarcerated in a German prison camp has got together to form a study circle. C.S.M. Dennis G. Farrell, a member of the Dundee branch, reports this fact in an interesting letter to Headquarters from Stammlager VIII B.

"I have met quite a number of our service in the camp," he writes. "... We have a camp school which is almost a complete commercial college, with excellent tutors in most subjects. But it is not easy to get tutors for subjects which affect us. The school library has a very complete set of books, but none that would be useful to us ... Give my regards to those in the service."

In response to his request, the NALGO education department—which already has a number of war prisoners among its students—has sent lists of appropriate examinations, together with details of the Nalgo Correspondence Institute courses and has undertaken to send, through the Red Cross, any of these courses, with books and model answers, to the students wishing to study for them, and to arrange for other courses to be sent if they are wanted.

Many members in the Forces in this country with time on their hands are also continuing their studies through the Correspondence Institute. Particularly keen are those in the Field Hygiene Section of the R.A.M.C., which provides facilities for men to get the practical experience needed for the sanitary inspectors' and meat and food inspectors' examinations.

Any others wishing in this way to use war-time leisure to prepare for peace-time activity will find the education department, NALGO, Croyde, Braunton, Devon, ready to help and advise.

THE FACULTY OF URVEYORS OF ENGLAND

(Limited by Guarantee)

Incorporated as a Professional Centre

esident 1941-42 - **H. H. MURRAY, P.F.A.S., F.F.S. (Eng.)**

BJECTS

ncorporated as a Professional Centre to uphold and improve the status of veyors and Quantity Surveyors engaged in the Building and Allied Trades.
o regulate, maintain and extend the customs and usages of the profession.
o maintain and improve the high standard of professional etiquette, and to mote among its members a sense of professional solidarity.
o provide for its members principles of professional procedure, a Scale of fessional Charges, and to subscribe to the Rules of Professional Conduct.
o hold examinations qualifying for membership of the Faculty.
o publish a monthly Journal to the general interest of the profession, and for mutual co-operation, assistance and protection of practitioners.

ESIGNATORY LETTERS of Surveyors

F.F.S. (Eng.) for Fellows	Designated Incorporated Surveyors
A.F.S. (Eng.) for Associates	
L.F.S. (Eng.) for Licentiates	

and for Quantity Surveyors

F.F.S. (Eng.) (Quant.) for Fellows	Designated Incorporated Quantity Surveyors
A.F.S. (Eng.) (Quant.) for Associates	
L.F.S. (Eng.) (Quant.) for Licentiates	

EMBERSHIP

The Executive Council are now open to receive applications for membership on actice qualifications from Surveyors and Quantity Surveyors engaged in the ofession.
Further particulars and application forms may be obtained on application to:

The Secretary,
THE FACULTY OF SURVEYORS OF ENGLAND,
8, BUCKINGHAM PALACE GARDENS,
LONDON, S.W.1

lephone: SLOANE 2837

WHY BUY FURS ?

Because they give you more warmth, wear, and smartness for your coupons.

WHEN ?

NOW as prices are rising and imports prohibited.

WHERE ?

—well there are many readers of this journal who have preferred the superior quality, style and workmanship we offer at Special Trade Prices—and on deferred terms if desired.

Sorry Catalogues are taboo, but we shall be happy to help with sketches and suggestions on hearing from you.

FURS SENT ON APPROVAL

UNITED FUR FACTORS

20, Piccadilly Mansions,
Piccadilly Circus, London, W.
(17 Shaftesbury Avenue)
Phone: Gerrard 3263

FURNITURE MANUFACTURERS

SELL US YOUR FURNITURE !

WE OFFER THE BEST PRICE FOR ALL FURNITURE AND UPHOLSTERY OF MODERN DESIGN AND CARPETS.

WRITE OR PHONE US FOR OUR IMMEDIATE OFFER.

Some of the Largest Showrooms in the Country

ALEXANDER DAVIS

LONDON — **151 & 153 CURTAIN ROAD, E.C.2**
(near Old Street Station) Bishopsgate 6101 (4 lines)
Open every day including Saturdays until 6 p.m.
N.B.—Our Euston Road Premises are not available owing to enemy action. Our usual extensive stocks are, however, now to be seen at our Curtain Road premises.

MANCHESTER: 40 PORT STREET, NEWTON STREET
OPEN EVERY DAY INCLUDING SATURDAYS UNTIL 6 p.m. CENTRAL 0638 (4 lines)

33⅓% Manufacturer's Discount allowed to members on production of membership card

AN INVITATION

YOU ARE INVITED TO LOOK ROUND WITHOUT ANY OBLIGATION WHATSOEVER

Salaries and Service Conditions

NORTH-EASTERN

Sedgefield R.D., on the application of the divisional officer, has agreed to adopt Grade B of the N.E.J.C. recommended scales of salaries for men on war service.

South Shields C.B., as a war-time measure, has accepted the recommendations of the joint establishment advisory sub-committee for improved salary scales for men and women officers. The new scales, which are based on Whitley standards, are to be reviewed by the council three months after the termination of hostilities.

West Hartlepool C.B. has allowed an appeal by the divisional officer against the decision of the council refusing applications by two officers for increased salaries. The officers have both been transferred to higher grades.

Tynemouth C.B., after receiving a memorandum from the divisional officer urging reference to the Industrial Court, has agreed to adopt for all its officers the National Whitley Council third bonus award.

EAST MIDLAND

The following salary scales have been adopted :

East Retford (Temporary Officers)

Grade A (office boys or girls straight from school) :
Boys : £39 (at 14) + 6½ (4)—£65 (at 18).
Girls : £32½ (at 14) + 6½ (4)—£58½ (at 18).

Grade B (junior clerks straight from school with higher school certificate or similar standard).
Boys : £58½ (at 16) + 6½ (1) + 13 (4) + 6½ (1)—£123½ (at 22).
Girls : £52 (at 16) + 6½ (1) + 13 (4) + 6½ (1)—£117 (at 22).

Grade C (clerical assistants with clerical experience or shorthand typists).
Men : £84½ (at 18) + 13 (3) + 6½ (1)—£130 (at 22).
Women : £78 (at 18) + 13 (3) + 6½ (1)—£123½ (at 22).

Grade D (clerical assistants with good clerical experience or shorthand typists).
1. Minimum age 23—Men : £136½ + 13 (3)—£175½ ; Women £130 + 6½ (4)—£156.
2. Minimum age 26—Men : £169 + 13 (2)—£195 ; Women : £136½ + 6½ (5)—£169.
3. Minimum age 30—Men : £182 + 13 (4)—£234 ; Women : £143 + 6½ (5)—£175½.

All above salaries include cost-of-living bonus, reckoned as one-eleventh of salary, to nearest shilling. Increments in grades A, B, and C will be automatic, depending on age, but location of an employee in any grade and transfer from one grade to another will be determined by finance committee. Location, increments, and promotion within grade D will be determined by finance committee on recommendation of spending committee.

Holland C.C.
Boys : £39 (under 16) ; £52 (at 16) + 26 (2) + 13 (1) + 6½ (2)—130 (at 21) ;
Girls : £39 (under 16) ; £52 (at 16) + 19½ (2) + 13 (1) + 6½ (2)—£117 (at 21).

Ilkeston—
Boys : £39 (at 14) + £3 18s. (1) + £9 2s. (1) + 13 (1) + 15 (3) + 20 (1)—£130 (at 21).
Girls : £39 (at 14) + £3 18s. (1) + £9 2s. (1) + 10½ (1) + 10 (3) + 12½ (1)—£105 (at 21).

Lindsey C.C.
Men : £60 + 7½ (2) + 12½ (2) + 12 (1)—£112.
£124 + 12½ (4)—£174.
£185 + 15 (5)—£260
£260 + 15 (4)—£320
Women : £40 + 12 (6)—£112
£50 + 15 (4) + 10 (4)—£150

Long Eaton U.D. has adopted scale 1 grade A (juniors) of the provincial council scales.

Mansfield B. has adopted scale 2 of the provincial council scales

Newark—
Men : Junior Grade : £39 (at 16) + 13 (4)—£91 (at 20).
Grade 1 : £104 + 10 (5)—£154 + 2—£156.
Grade 2 : £165 + 10 (4)—£205 + 5—£210.
Grade 3 : £210 + 10 (4)—£250
Grade 3a : £210 + 10 (6)—£270
Grade 4 (technical) : £275 + 10 (7)—£345 + 5—£350.
Women : **Grade B** : £104 (at 21) + 10 (3)—£134 + 11—£145 (at 25).

The council has agreed that, since temporaries are getting £130 at 21 or over, permanent officers shall not be worse off. They will, therefore, receive £130 at 21 and will be paid at that rate until the age of 24, when they come on to the scale at £135).

Grade A : £145 + 10 (2)—£165.

Oldbury—
Boys : £36 (at 14) + 9 (1) + 14 (1) + 10 (1) + 11 (1) + 15 (1) + 25 (1) + 10 (1)—£130 (at 21).
Men : £150 + 12½ (4)—£200
£217½ + 12½ (2)—£242½
£260 + 12½ (2)—£285
£230 + 15 (4)—£290
£300 + 15 (3)—£345
£350 + 15 (2)—£380
Girls : £36 (at 14) + 6½ (1) + 8½ (1) + 15 (1) + 14 (1) + 13 (3)—£119 (at 21).
Women : £110 + 10 (2)—£130.
£130½ + 9½ (1) + 10 (1)—£150

Peterborough—For duration of war salaries of girls under 21 to be left to discretion of chief officers. At 21 all girls will enter general division (women) commencing salary of which is raised from £100 to £110.

Stoke-on-Trent has adopted West Midland provincial council scale 3 for permanent staff from April 1, and following scales for temporaries (except in electricity dept. where a similar scale was already in operation :
Men : Grade 1 : £130 (at 21) + 10 (1) + 15 (4)—£200 (at 25).
Grade 2 : £200 + 15 (2) + 10 (1)—£240.
Women : Grade 1 : £105 (at 21) + 15 (1) + 10 (4)—£160.
Grade 2 : £160 + 10 (2)—£180.

War bonus is payable in addition.

Stourbridge—has adopted the junior and A grades of West Midlands P.C., scale 1, in place of the junior and general divisions of the Lancashire and Cheshire P.C. scales.

Willenhall—
Men : £78 (at 16) + 13 (1) + 14 (1) + 10 (2) + 5 (1) + 10 (1) + 15 (1) + 10 (1) + 15 (1)—£180 (at 25).
Women : £78 (at 16) + 13 (1) + 14 (1) + 10 (2) + 10 (1)—£135 (at 21).

These scales include cost-of-living bonus.

NORTH-WESTERN AND NORTH WALES

Appeals from **Barrow-in-Furness C.B., Ince-in-Makerfield U.D., Macclesfield B., Rochdale C.B.,** and **Walton-le-Dale U.D.** were heard by the appeals committee of the Lancashire and Cheshire Whitley Council at Manchester on May 22. Of the 12 cases, six were won, five were deferred and one was lost.

The North Wales Provincial Council appeals committee met at Chester on May 20 to hear grading appeals from Bangor B. and Wrexham B. All were successful. All the appellants were represented by the assistant divisional secretary.

Birkenhead C.B. has accepted representations in connection with the salary of an officer who has returned to duty after being invalided out of H.M. Forces.

Liverpool C.B. has granted an application for review of the salary paid to an officer transferred to important A.R.P. duties.

SOUTH WALES

Monmouth C.C. has restored, from June 6, the final 5 per cent. of a 10 per cent salaries cut instituted in 1922. The scales are now :

Grade 1 : £325 + £20 (7)—£465.
Grade 2 : £220 + £20 (5)—£320.
Grade 3 : £150 + £15 (4)—£210.
Grade 4 : £75 + £10 (6)—£135.

with automatic progression to £210 for men and women.

Cost of Living Index

The Ministry of Labour cost of living index figure for June was not available at the date of going to press.

NALGO ADDRESSES

To avoid delay, members are asked to address correspondence as follows :

On all subjects except ancillaries, *in the first place to the appropriate district office :*

SOUTHERN REGION

Regional Officer (and Metropolitan District) : **T. M. Kershaw,** 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Divisional Officer (Eastern and South-Eastern districts) : **F. Thomas,** 54, New Street, Chelmsford (Chelmsford 4347).

Divisional Officer (Southern and South-Western districts) : **N. M. Woodcock,** 16, The Crescent, Taunton (Taunton 2779).

E. and W. MIDLANDS AND S. WALES

Regional Officer (and E. and W. Midland district) : **J. E. N. Davis,** 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Divisional Officer (S. Wales and Monmouthshire districts) : **A. H. Geary,** 11, Park Place, Cardiff (Cardiff 1646).

NORTH-WESTERN AND NORTH WALES

National Whitley Officer and Divisional Secretary : **Haden Corser,** 2, Mount Street, Manchester 2 (Blackfriars 7668).

NORTH-EASTERN AND YORKSHIRE

Divisional Secretary : **W. Cecil Wood,** 12, East Parade, Leeds (Leeds 24861).

Divisional Officer (North-Eastern district) : **W. J. Upton,** Milburn House (A), Dean Street, Newcastle-upon-Tyne 1. (Jesmond 65).

SCOTTISH

Divisional Secretary : **H. Slater,** 67, West Nile Street, Glasgow, C.1 (Douglas 0404).

Relating to ***NALGO ancillaries*** *and the supply and delivery of "Local Government Service" to—*
The General Secretary, NALGO, Croyde, Braunton, North Devon (Croyde 212).

Relating to ***Public Relations*** *and "Local Government Service" (editorial), to—*
The Public Relations Officer, 192, Edgwarebury Lane, Edgware, Middlesex (EDGware 2025).

Relating to "Local Government Service" advertisements, to—
A. Darby's Advertising Agency, Cobham House, 24, Black Friars Lane, London, E.C.4 (City 6686).

LONDON OFFICE

The General Secretary, 27, Abingdon Street, Westminster, S.W.1. Telephone and Telegrams WHItehall 9351.

THE MINISTER OF HOME SECURITY

AGAIN urges all to be prepared for

POISONOUS GAS

NOW! ARE YOU? If not send us your enquiry for essential requisites.

Essential Equipment for

FIRE WATCHING PARTIES

in stock. Contact your Chief Fire Prevention Officer to arrange for bulk purchase to take advantage of our low price for quantities.

Send for lists of all A.R.P. Equipment to THE Specialists :

AIR DEFENCE EQUIPMENT SERVICE, 4, Lisle Street, London, W.C.2 *Telephone : GERrard 2348/9*

J. W. BENSON, Ltd.,

Watchmakers, Jewellers, Silversmiths and Furriers

(OF LUDGATE HILL)

NOW AT

25 OLD BOND ST.

LONDON, W.1

Although Benson's stocks are limited the quality of every article is that which has made Benson's name famous for generations. Repairs to watches can be undertaken. You are invited to visit Benson's showrooms. Catalogues can no longer be issued but postal inquiries have careful attention.

Please address all enquiries to Dept. "A"

BE TALLER! CLIENTS GAIN 1 to 6 inches

NO APPLIANCES—NO DRUGS—NO DIETING

ROSS SYSTEM NEVER FAILS

D. MALCOLM ROSS

Fee £2 2s. complete. Details 6d. stamp. Height Specialist. BM/HYTE, LONDON, W.C.1

MY OWN HEIGHT IS 6ft. 3¾ins.

AN AUTHORITATIVE 100 pp.

GUIDE TO CAREERS

is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, London University Degrees, DIPLOMA IN PUBLIC ADMINISTRATION, and many (non-exam.) Courses in business subjects, etc.

INVEST IN YOURSELF—IT PAYS !

Send 5d. (stamps) to-day for the "Guide to Careers," etc., which shows plainly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.

METROPOLITAN COLLEGE

(G3/2), ST. ALBANS

WITH A CERTAIN AMOUNT OF RELISH . . ."

. the Prime Minister's words, describ-
g how our dauntless seamen hunt the
rking U-boat. And we of the C.W.S.,
eating the sinews of war, feeding,
othing, sustaining our defenders and
eir wives and families—we, too, work
with a certain amount of relish."
ecause we know, and are proud,
at our efforts so substantially con-
ibute to the coming destruction of
e oppressor and to the new dawn
that will surely follow.

ued By The
O-OPERATIVE WHOLESALE SOCIETY LTD

SMART SUMMER FURS

engendering that comforting feeling—you are looking your best. Our Summer Fashion Catalogue illustrates correct seasonable wear. Good value for cash and coupons.

'Phone South Godstone 2165

No. 65. American Opossum One-Skin Satin lined; 12 gns.

Monthly 17/6

DEPARTMENTS: Jewellery, Watches and Clocks, Plate, Cutlery, Ladies' Clothing, Furs, Fur Coats, Lingerie, Footwear, Furniture, Furnishings.

20% 20%
DISCOUNT TO YOU
20% 20%

PROTECTIVE MONTHLY PAYMENT TERMS

E. J. FRANKLAND & CO., LTD.,
OF LUDGATE CIRCUS (Established 1885)
TEMPORARY ADDRESS:
(DESK L), MARLE HOUSE, SOUTH GODSTONE, SURREY.

EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)
Meat and Food Inspector
Relieving Officer
Institution Officers
Clerical Assistants
A.R.V.O. ● I.M.T.A.
Inst. M. & Cy. Engineers
College of Preceptors Certifs.
London Matric. & B.Sc. (Eng.)
Chartered Surveyors' Institute
A.R.San.I., M.R.San.I.
Diploma M.R.I.P.H.H.
Chart. Institute of Secretaries, etc.
A.M.I.Mech. E., A.M.I.E.E.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent, and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide, which will be gladly sent free and without any obligation whatever on your part, while stocks last.

CHAMBERS COLLEGE
Dept. 212
148 HOLBORN
LONDON, E.C.1

COUPON

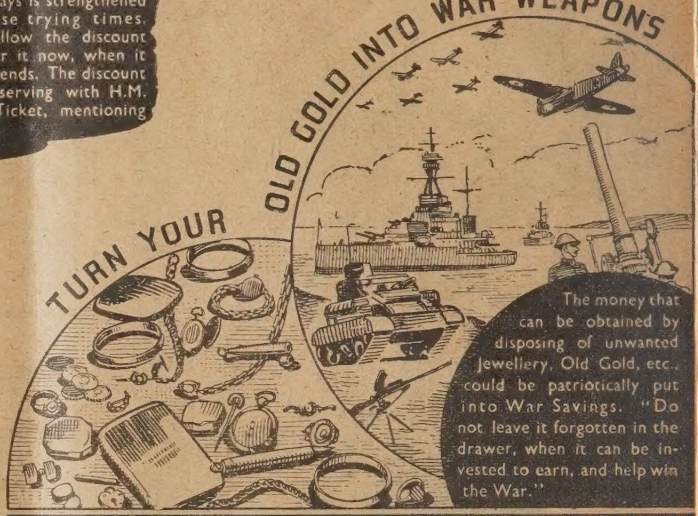
CHAMBERS COLLEGE (Dept. 212)
148 Holborn, E.C.1.
Please send me your MUNICIPAL GUIDE.

NAME .....
ADDRESS .....
.....
Exam. in which interested .....
.....
(1d. stamp only required if unsealed)

20% DISCOUNT still applies

IN war-time as in peace, the discount remains unaffected. The good-will between Winegartens and their customers established in happier days is strengthened during these trying times. Winegartens were pleased to allow the discount before and happier still to offer it now, when it means so much more to their friends. The discount also applies to members now serving with H.M. Forces. Apply for Privilege Ticket, mentioning your official dept.

Help your country win the War. Bring your Old Gold out of store



The money that can be obtained by disposing of unwanted Jewellery, Old Gold, etc., could be patriotically put into War Savings. "Do not leave it forgotten in the drawer, when it can be invested to earn, and help win the War."

ENGAGEMENT RINGS
Whatever your style or fancy, the Winegarten selection is one of the largest in the Country. Value is the keynote, Variety a speciality.
The same large choice available for Wedding and Signet Rings.

WATCHES
Winegartens' watches are renowned throughout the Empire. Stocks are very limited, and in the interests of National Economy, a new watch should only be bought as a necessity. If your old watch can tide you over, keep it in service. Before discarding, send it to us, and we will be pleased to advise you whether to have it repaired or otherwise.

CUTLERY
Both loose or in canteens in our usual pre-war grades and standards still procurable.

CATALOGUES
Owing to paper restrictions, the issue of catalogues has been suspended. Winegartens' stocks are very comprehensive. A personal visit is recommended, but orders by post can be concluded with equal satisfaction. Write us your requirements as detailed as possible, and we will answer with particulars and quotations. Goods ordered by post, if not suitable, money refunded in full.

HOURS OF BUSINESS :
July : Monday to Friday, 9.30 to 5 p.m. Saturday and Sunday closed all day.

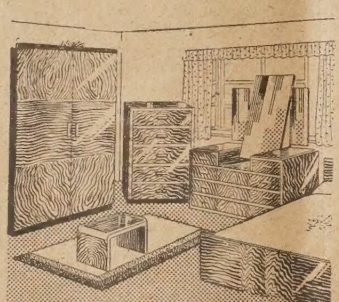
WINEGARTENS 157·BISHOPSGATE LONDON·E·C·2
TELEPHONE : BISHOPSGATE 1786 (2 LINES)

BURTS OFFER YOU

There will be less and less furniture available, so immediate advantage should be taken of our present stocks.

SOUND VALUE, COURTEOUS TREATMENT AND EVERY CONSIDERATION TO CUSTOMERS IN BAD TIMES.

BURTS' WELL KNOWN ECONOMY CREDIT TERMS ARE STILL AVAILABLE



IN THE BEDROOM
A very handsome Suite finished in beautiful grey walnut. The commodious wardrobe is in perfect harmony with the original designed dressing table and chest.

Write personally to Burts' Woman Director at 175, Regent Street, W.1., or call at any Branch for full particulars.

BURTS
CHARLES BURT LIMITED
The Great Cash or Credit Furnishers
Registered Office : 175 Regent Street, W.1
'Phone REGent 5341

OPEN ALL DAY SATURDAY
BRIXTON 374 Brixton Road S.W.9
WEMBLEY - - 74 High Road
HARROW - - 318 Station Road
EALING 2-4 New Broadway, W.5
WATFORD - - 37 High Street
PECKHAM - - 152 Rye Lane
(Temporary Office and Showrooms)

L.G.S.

Thousands of School of Accountancy Students have risen from the ranks to

SUCCESSFUL CAREERS

J. D. C. MACKAY
Principal

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Heads of Departments, Stores Controllers, Cashiers, Local Government Officers—Municipal & County Council Treasurers & Accountants, Secretaries, Public Assistance Officials, Departmental Chiefs, Chief Clerks—and in other Executive Appointments at

SALARIES FROM £300 to £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

Send for this 180 page FREE GUIDE to Careers

which is the most valuable book on Careers in Commerce, Industry, Banking, Insurance and Local Government Service ever published.

Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the brilliant and inspiring records of The School's Students, certified by a Chartered Accountant, in every branch of administration and in Matriculation, Professional and Commercial Examinations. Courses in Business Training for youths and young ladies are featured in the Guide. Learn how you can obtain the benefit of the Principal's advice on your career free.

The School provides the most efficient postal tuition for all University Matriculation and Entrance Examinations, all Preliminary Examinations of Professional Societies, and the B. Com. Degree.

THE SCHOOL OF ACCOUNTANCY
100 REGENT HOUSE, GLASGOW, C.2
SHELL HOUSE, JOHANNESBURG

Printed by THE AMALGAMATED PRESS, LTD. (Printing Works), Sumner Street, London, S.E.1, and published by the Proprietors, THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS, 27, Abingdon Street, Westminster, S.W.1.